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CAUT ACPPU BULLETIN

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Canada's Voice for Academics

La voix des universitaires
du Canada

Education Targeted in WTO Talks

AFTER six days of intensive and often acrimonious negotiations, trade ministers from the 149 member countries of the World Trade Organization reached an agreement to restart stalled global trade talks.

The deal, struck in the dying hours of the ministerial meeting in Hong Kong last month, sets out an ambitious roadmap for the conclusion of a sweeping new trade deal on agriculture, non-agricultural market access and services by the end of this year.

"We have managed to put the round back on track after a period of hibernation," said WTO director general Pascal Lamy.

The centerpiece of the agreement is the elimination of all agricultural export subsidies by 2013 — a key demand of developing countries. But in exchange for the agreement on agriculture, developing country members were forced to make significant concessions in other areas, including trade in services.

The Africa Trade Network, the group coordinating the activities of African NGOs, said the services agreement was the "clearest loss" for developing countries.

"The right to choose which services sectors to open and to what extent, according to their own national needs, has been undermined," the group said in a statement. "The text on services will put enormous pressures on African countries to open up sensitive service sectors."

One of the sensitive sectors being targeted in the current talks is education, said CAUT associate executive director David Robinson, a delegate at the WTO ministerial meeting.

"Many industrialized countries clearly see education exports as a key offensive interest in the current round of talks, but have been frus-



Anti-WTO March — Farmers, migrant workers, fishermen & trade unionists demonstrate against the World Trade Organization during its ministerial meeting last month in Hong Kong.

trated by the slow pace of negotiations to date," Robinson said. "The agreement reached in Hong Kong is designed to put added pressure on countries to make deeper commitments in all service sectors, including public services like education."

The Hong Kong ministerial declaration proposes a major change in the way the General Agreement on Trade in Services (GATS) would

be negotiated. Until now, the practice has been for individual countries to exchange requests and offers with no obligation for any country to respond to a request. The new proposal — called "plurilateral" negotiations — will see groups of demanders with an interest in some particular sector approach target countries together.

See EDUCATION Page A5

L'OMC relance le cycle des négociations commerciales

APRÈS six jours d'intenses négociations, souvent acrimonieuses, les ministres du Commerce des 149 pays membres de l'Organisation mondiale du commerce (OMC) ont convenu de remettre sur les rails le cycle des négociations commerciales globales.

L'entente, atteinte dans les dernières heures de la conférence ministérielle de Hong Kong, débouche sur une feuille de route ambitieuse devant conduire, d'ici la fin de l'année, à la conclusion d'un nouvel accord commercial global sur l'agriculture, l'accès aux marchés pour les produits non agricoles et les services.

« Nous sommes parvenus à replacer le cycle des négociations sur la bonne voie après

une période d'hibernation », s'est félicité le directeur général de l'OMC, Pascal Lamy.

Le point central de l'accord est l'élimination de toutes les formes de subventions à l'exportation dans l'agriculture d'ici l'échéance de 2013. C'est là une des revendications principales des pays en développement, en contrepartie de quoi ils ont dû faire d'importantes concessions dans d'autres secteurs de négociations, dont le commerce des services.

Pour le groupe Africa Trade Network chargé de coordonner les activités des ONG africaines, l'accord sur les services constitue la « perte la plus marquée » subie par les pays en développement.

« Le droit de décider quels secteurs des services seront ouverts et de déterminer l'étendue de cette libéralisation, compte tenu des besoins propres à chaque pays, a été miné », déclare le groupe dans un communiqué. « L'accord sur les services fera peser d'énormes pressions sur les pays africains pour qu'ils ouvrent à la concurrence étrangère leurs secteurs des services sensibles. »

L'éducation est justement l'un des secteurs vulnérables visés dans le cycle actuel des négociations, indique David Robinson, directeur général associé de l'ACPPU et délégué à la conférence ministérielle de l'OMC.

Voir L'OMC à la page A9

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LETTERS COURRIER

Not the Last Word on Canadianization

J. Paul Grayson's review of Jeffrey Cormier's 2004 book, *The Canadianization Movement: Emergence, Survival and Success*, (*Bulletin*, December 2005) points to some weaknesses which concern us.

Cormier's study contains much important information, especially relating to the discussion of Canadianization within the Canadian Sociology and Anthropology Association (CSAA). It would be regrettable, however, if his analysis were considered to be a complete or adequate account. For a detailed criticism of Cormier's work, one could read *Canadianization and the Disease of Social Science*, available at www.vivelecanada.ca.

Several points Grayson made need emphasizing. He points to "an over reliance on a limited number of sources." Indeed, Cormier says little about the fact that the movement — in its directly educational dimension — was supported significantly by student organizations and their newspapers, which published much on the subject.

In addition, six organizations, founded well after the launching of the movement, contributed to the ongoing pressure for reform: the Waffle Movement in the NDP, the Committee for an Independent Canada, the Confederation of Canadian Unions, the Writers' Union of Canada, the Symons Commission on Canadian Studies (To Know Ourselves) and two government inquiries — one conducted in Alberta (the Moir Report) and one in Ontario (Report of the Select Committee on Economic and Cultural Nationalism). Cormier pays insufficient attention to these sources.

Even more important, he seems to have overlooked information in Canadian university undergraduate calendars as a way of describing the work of hun-

dreds of university teachers in many departments across Canada. They perceived a lack of Canadian content in their curricula and laboured quietly and independently throughout the 1970s to add it to their respective programs and courses.

Grayson questions the evidence for Cormier's suggestion that lobbying by CSAA brought about a change in federal immigration policy. Without detracting from the excellent work of the association, we believe Grayson's question is a fair one. CSAA entered the fray after four years of struggle that had already resulted in better advertising practices, more Canadian course offerings, an increase in Canadian appointments and considerably heightened public awareness.

We lobbied government frequently in the 1970s. For instance, Antonio Gualtieri and Mathews met Manpower and Immigration Minister Otto Lang to discuss the issue. A small group in Lang's department spent months, in regular contact with Mathews and others, shaping policy ideas for several ministers who succeeded Lang. After taking up his portfolio, Lloyd Axworthy wrote to Mathews in acknowledgement of his work. Cormier did not consult us on the matter of federal policy; nor, obviously, did he consult Axworthy.

Finally, Grayson points to the animosity and retribution experienced by some sociologists and anthropologists who supported Canadianization. Grayson suggests "the blood and guts of the Canadianization movement" are lost if this hostility is not taken into account. Nor was antagonism towards, and discrimination against, supporters of the movement restricted to social scientists.

At the first Carleton University meeting (Dec. 13, 1968) at which we presented our motions for reform, history col-

league Blair Neatby supported a procedural motion asking that our motions about Canadian citizenship be ruled out-of-order for being in violation of the Ontario Human Rights Code. Although this motion was defeated (and rightly so) it carried with it a threat of possible prosecution. As recently as 2002, Neatby coauthored an inaccurate and distorted account of the debate at Carleton in *Creating Carleton: The Shaping of a University*, pp. 161 and 227.

In the months following our meeting, we were variously called xenophobic, jackbooted and anti-American, among other epithets that came our way.

When English professor Anthony Raspa of Loyola College wrote an article on "Le colonialisme américain dans les universités anglophones" (*Le Devoir*, Oct. 17, 1968), his departmental colleagues passed a motion asking the college to terminate his contract.

Cormier attributes aggressiveness, entrepreneurship, fierce determination and even self-aggrandizement almost solely to one or the other of us — rarely to our sometimes intemperate critics. It was precisely because of this kind of animosity that we called our book — a dossier of items both for and against Canadianization — *The Struggle [not the Movement] for Canadian Universities* (New Press, 1969).

There is a complex and fascinating story to be told about the Canadianization movement. Cormier's book is an important contribution to this narrative, but, in our view, it covers only part of the struggle and not always in depth.

JIM STEELE
Ottawa

ROBIN MATHEWS
Vancouver

More LETTERS Page A4

Seeds of Change: A Runaway Hit!



Hundreds of people line up Nov. 30 at the Winnipeg Art Gallery to view *Seeds of Change*, a documentary about GM crops. The film, produced by University of Manitoba researchers Ian Mauro & Stéphane McLachlan, was completed three years ago, but the university blocked its release. A highlight of the screening was guest speaker Nancy Olivieri's talk on academic freedom.

COMMENTARY TRIBUNE LIBRE

PRESIDENT'S COLUMN

When Anti-Terror Laws Terrorize



By LORETTA CZERNIS

I WAS honoured to represent CAUT, along with executive director James Turk and associate executive director David Robinson, at meetings last month in Melbourne, Australia, hosted by the National Tertiary Education Union and Education International.

NTEU, which represents higher education workers throughout Australia, organized a seminar Dec. 6 entitled "Academic Freedom: Universities and the Response to the New Terror Laws."

NTEU wanted to be better informed on anti-terrorism legislation in other countries after its national council passed a unanimous motion in September instructing the leadership of the organization to lobby universities and government in opposition to Australia's proposed anti-terrorism bill. The aim was to do everything possible to protect the rights of university staff in light of worrisome provisions in the bill. Unfortunately, this bill was passed into law the same day as the seminar.

Australia's Anti Terrorism Bill 2005 has a number of disturbing features.

The laws attack human rights and undermine fundamental legal protections that ensure freedom of movement, expression and association (including one's lawyer). They ban named actions and ownership of named items, including actions and items necessary to earn a liv-

ing. The laws allow a person to be put under house arrest, forced to wear an electronic tag, stopped from using telephones or internet, or communicating with certain people or groups of people. These measures are referred to as "control orders" and each control order can last for up to a year before review, with provision for successive orders.

In addition, the legislation allows police forces to detain for two weeks anyone they say is a risk.

Among other powers, the bill authorizes police to use lethal force to stop someone "fleeing" custody, who is suspected of being a danger to others.

It calls for punishment of those who would give money to terrorists, directly or indirectly. The bill also creates new sedition provisions for the Criminal Code.

The bill makes it unlawful for any person to encourage another to act in a way that could be viewed as assisting an organization or a country that is at war with Australia, whether or not war has been declared, or to be engaged in any form of hostility against the Australian Defense Force. This could, for example, apply to vocal critics of the war in Iraq.

NTEU, along with legal experts who spoke at the seminar, believes the legislation undermines fundamental human rights. The powers it bestows are not held in check. There is no effective procedure in place for judicial review if civil liberties are violated. In addition, the new terror laws create conditions for monitoring staff and students.

The police and federal authorities can now prevent staff and students from undertaking research and/or teaching that could be interpreted as providing training (directly or indirectly) to a suspect. University administrators can also be required to monitor staff and students on behalf of the police.

There were also presentations related to the international scene. Steve Wharton, president of the Association of University Teachers in the UK, discussed the British Prevention of Terrorism Act 2005 and Rosli Mahat discussed the suppression of academic freedom in Malaysia.

CAUT's James Turk made a presentation on academic freedom in Canada and the United States since 9/11. He talked about CAUT's submission to the parliamentary and senate committees on the new Canadian anti-terrorism legislation, as well as pointing out a number of implications for academic staff and students. He also discussed the impact of the new surveillance environment, both in North America and around the globe.

The NTEU seminar took place the day before Education International's biennial higher education conference at which representatives from 46 associations in 33 countries discussed issues from brain drain – from poorer to richer countries, to privatisation, commercialization, and education services negotiations under the General Agreement on Trade in Services.

See ANTI-TERROR LAWS Page A5

Too Often Drug Safety Isn't Even on the Radar Screen



By ROBERT CHERNOMAS

DR. David Graham is a senior official in the U.S. Food and Drug Administration's Office of Drug Safety – the office responsible for monitoring drugs once they've been approved for sale.

Graham, whose medical, epidemiological and biostatistics training was received from the Johns Hopkins University School of Medicine, Yale and the University of Pennsylvania, blew the whistle on Vioxx, after finishing a study that showed the drug had injured and killed tens of thousands of people.

According to Graham the FDA "reacted violently" when he announced he was going to submit his research for peer review. "FDA saw no problem with 100,000 people having heart attacks."

Senior people in the FDA told him they didn't want him studying Vioxx and heart attacks. His supervisors called his work "scientific rumour," and his centre director told reporters that Graham's study "constitutes junk science."

The day after his remark Graham's study was the lead article in the *Journal of the American Medical Association*. The article was accompanied by an editorial calling for a complete restructuring of the FDA.

Agency officials contacted at least one Senate staffer accusing Graham of being a "liar, cheat, bully, a demagogue and untrustworthy." At the same time, they contacted a lawyer he obtained through a whistleblower protection group called the Government Accountability Project with the same line of character assassination. His director contacted an editor at *The Lancet*, accusing Graham of scientific misconduct.

Dr. Graham says the FDA is willing to give a free pass on safety in exchange for its "user fees," which the pharmaceutical industry pays under the Prescription Drug User Fee Act to reduce the approval time for new drug applications. He says the effect of which is that "our parents and grandparents, our children – all of us – get to be the guinea pigs in that grand experiment while drug companies continue to make profits." In 2002 the FDA collected fees of \$143.3 million of the \$209.8 total operating costs for reviewing drugs from the pharmaceutical industry.

Graham charges that the FDA approach to product safety is to "virtually disregard it," believing there is no risk that cannot be managed "in the post-marketing setting." FDA's concept of risk management enables the marketing of unsafe drugs.

His policy prescription is that industry can't be the client. Public health must be funded by the public for an institution run by and for the public.

"Companies are selling their products to the public and essentially, doing a study on the American people to determine the safety of their products," he says. "Doing a proper study on drugs like Vioxx takes longer and needs to be much larger than those that serve industry interests. If a drug maker is ringing up \$3 billion a year in sales, every day of clinical trials is another day it's not making \$10 million."

In 2002, two-thirds of FDA scientists surveyed said they weren't confident that products approved by the FDA were safe, while 18 per cent said they were pressured to change their conclusions on reviews of new drugs.

The Changing Structure of Regulation

What happened to Nancy Olivieri, a researcher at the University of Toronto who warned of liver risks in 1998, and Graham, while dramatic, is symptomatic of much more subtle changes taking place in Canada and the U.S. in the structure of regulation.

The idealized contexts within which publicly-funded scientists would expect to work – where their research would be judged by impersonal criteria, findings were open and shared, motivated by the pursuit of truth, and accepted only after a rigorous process of testing – are being systematically replaced to reflect the requirements of industry.

Now, government regulation of health and safety are seen as barriers to trade, competitiveness and profits.

Reagan's United States

Mark Blyth (*Great Transformations*, Cambridge University Press, 2002) describes how the Reagan administration began to deregulate business. For one, they introduced the requirement that all new regulatory proposals would be subjected to a corporate biased cost benefit analysis in order to ensure a calculus where polluters would have to pay less.

Another highly effective strategy was to staff agencies with political appointees "whose ideological convictions were the exact opposites of everything for which the department stood." For instance, Reagan's Secretary of the Interior, and the heads of the Environmental Protection Agency, Occupational Safety Health Authority, and National Labour Relation Board were all corporate agents.

See DRUG SAFETY Page A10

LE MOT DE LA PRÉSIDENTE

La terreur des lois antiterroristes

Par LORETTA CZERNIS

J'AI eu l'honneur de représenter l'ACPPU, aux côtés du directeur général James Turk et du directeur général associé David Robinson, aux réunions que le syndicat australien NTEU (National Tertiary Education Union) et l'Internationale de l'Éducation ont organisées le mois dernier à Melbourne, en Australie.

Le NTEU, qui représente les travailleurs et travailleuses de l'enseignement supérieur dans toute l'Australie, était l'hôte, le 6 décembre dernier, d'un colloque sur la liberté académique et la situation des universités face aux nouvelles lois antiterroristes.

Le syndicat a souhaité se renseigner sur les lois antiterroristes en vigueur dans d'autres pays après que son conseil national eut adopté, en septembre, une motion unanime enjoignant aux dirigeants de

l'organisation d'exprimer aux universités et au gouvernement leur réaction contre le projet de loi antiterroriste australien. Cette démarche visait à déployer toutes les énergies nécessaires pour protéger les droits du personnel des universités face aux dispositions inquiétantes contenues dans le projet de loi. Malheureusement, cette mesure législative a été adoptée le jour même du colloque.

La loi antiterroriste australienne de 2005 comporte plusieurs caractéristiques troublantes. Elle porte atteinte aux droits de la personne et mine les protections juridiques fondamentales qui garantissent les libertés de circulation, d'expression et d'association (y compris celles des avocats). Elle interdit les activités nommément désignées et la possession d'objets nommément désignés, y compris les activités et les objets nécessaires pour gagner sa

vie. Aux termes de cette loi, toute personne peut être assignée à résidence, contrainte de porter un bracelet électronique et interdite de communication par téléphone ou Internet ou bien avec certaines personnes ou certains groupes de personnes. Chacune de ces mesures, appelées « ordonnances de contrôle », peut durer jusqu'à douze mois avant d'être réexaminée et être prorogée par des ordonnances successives.

De plus, la loi confère notamment aux forces policières les pouvoirs de détention durant deux semaines toute personne qui, à leurs yeux, constitue un risque et d'utiliser la force susceptible d'entraîner la mort pour empêcher de s'enfuir toute personne soupçonnée de représenter un danger pour autrui.

Voir LA TERREUR à la page A10

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NEWS

LETTERS

Appalled at Position on Trade Talks

I must admit to being shocked and appalled by the protectionist, defensive tone of the President's Column (*Bulletin*, December 2005) opposing the proposed General Agreement on Trade in Services, and especially the opening up to "trade" in higher education services. I don't know that the internationalists in Canadian higher education were ever consulted prior to the president taking this protectionist editorial stand.

Certainly there are Canadian academics and institutions who see themselves as world standard, and capable of competing successfully internationally. Surely a world-class higher education system has nothing to fear from foreign competition, which exists anyway, and should be eager for opportunities to market its knowledge resources globally. Why the protectionist stance?

MARTIN RUONER
The Norman Paterson School
of International Affairs
Carleton University

CAUT Replies

Professor Rudner confuses CAUT's concerns about the inclusion of education services within the General Agreement on Trade in Services with a general anti-internationalist stance. This suggests that opposition to trade agreements like GATS necessarily translates to opposition to the internationalization of higher education. On the contrary, CAUT has long been and remains a strong advocate for increased international cooperation, mobility and exchanges of students and staff. The point is that these initiatives should be governed by educational priorities, and not by the commercial mandates that dominate trade agreements, such as GATS.

In fact, there is a growing international consensus among educators that to include education services in GATS and other trade agreements would profoundly distort the educational mission of our institutions. Agreements like GATS can lock in and intensify the pressures of commercialization and privatization and thereby undermine the public service principles that should guide universities and colleges.

Along with our international colleagues, we adopted last month a joint statement calling on countries not to include education services in GATS. We did this because we believe that education is not simply a commercial product. Its most important characteristics are

cultural, social and developmental. For it to be governed by commercial agreements like GATS is simply inappropriate.

DAVID ROBINSON
Associate Executive Director
Research & Advocacy, CAUT

Issue Is Quality, Not Feminist Agenda

I wonder whether the editor was conscious of the ironic juxtaposition on the front page of the December *Bulletin*.

Two articles, side-by-side, quote CAUT president Loretta Czernis. The article captioned 'Election Campaign' quotes her as saying the federal government should find ways to "better protect the quality ... of post-secondary education."

But in 'Research Chairs Program Review Calls for Change' she protests that only 20 per cent of chair holders are women and only 9 per cent are visible minorities: "Two thousand new positions could have allowed Canadian universities to deal with a history of inequity."

How does Czernis's concern for feminist quotas consist with the desire to protect the standards of education in this great land?

If there are too many white males in the new chairs, surely that is not because they are white men but because they are inferior candidates, and should have been refused in favour of women or non-white men. This being the case, let Czernis name names because this is an outrage which must be addressed, and now. After all, the chairs are all about quality, right?

But if the chairs are about appointing women and non-whites in the pursuit of a political agenda, that places some ideological notion of social egalitarianism above the aspiration toward quality.

And so the two agendas are contradictory.

If CAUT intends to aid and abet the intellectual life, let's get it onto the side of quality, not the feminist agenda. Let's be sure all competitions for these chairs are fair, and dominated by the highest standards of achievement. If that means the winners will be entirely non-white women, so be it. But if it is merely a means of advancing mediocrity, obviously the universities of our country have no credibility and should be suppressed rather than encouraged.

DAVID G. MULLAN
History
Cape Breton University

Mise à jour de l'EPTC prête à télécharger

LES trois organismes subventionnaires canadiens ont annoncé la publication d'une mise à jour de l'Énoncé de politique des trois Conseils (EPTC) sur l'éthique de la recherche avec des êtres humains. Cette nouvelle version comporte, entre autres changements, des corrections techniques et rédactionnelles qui sont résumées à la dernière page de l'énoncé.

La version électronique officielle de l'EPTC, qui n'avait pas été modifiée depuis 2003, peut être téléchargée à partir du site www.ger.ethique.gc.ca. On peut s'abonner aux futures mises à jour de l'EPTC à la page des abonnements de ce même site. ■

English on page A5.

NEWS ACTUALITÉS

Updated Tri-Council Policy Available for Download

CANADA'S three funding agencies have announced the release of an updated interagency policy statement on ethical conduct in research involving humans. The latest version incorporates editorial and technical corrections, among other changes. A summary of amendments can be found on the last page of the statement.

Since 2003, the electronic version of the tri-council policy statement has been the official version of the document. It is available online at www.pre.ethics.gc.ca. Subscriptions to notification of future policy updates can be requested on the web site's subscription page. ■

Version française à la page A4.

Education Targeted in WTO Talks

From PAGE A1

"Instead of facing demandeurs one-on-one, target countries will now have to confront a group of countries who are the most aggressive demandeurs in the sector," said Scott Sinclair, a trade policy analyst with the Canadian Centre for Policy Alternatives. "The intention is to greatly intensify the pressure on governments to make commitments in services like education."

A new plurilateral group — the so-called friends of private education exports — has already formed in New Zealand, said Sinclair, with the intention of winning more commitments from more countries on education services.

Robinson argues that the plurilateral approach to negotiations creates a potential problem for Canada.

"Canada's official GATS position has been that it will not make any commitments on public education services," he said. "Now, we will face serious pressure to open up our education markets."

He warns that if Canada were to make commitments on private education services, the public system could be exposed because the lines between public and private institutions are blurring.

"Most universities and colleges now have commercial appendages to promote marketable products or to help secure private research funding and consultancy work," Robinson said. "In some countries, so-called public universities also house private programs. In this way, if commitments are made on commercial education services, Canada could very well unwittingly expose its domestic public post-secondary system to the provisions of GATS."

Canada should tread with caution on that issue, he said, as GATS rules could enforce open education markets and enable offshore institutions and companies to engage freely

in education activities in Canada.

Such liberalization, said Robinson, could adversely affect the quality and accessibility of post-secondary education, and ultimately lock-in and intensify the pressures of privatization and commercialization.

There is also another aspect of the Hong Kong ministerial declaration that could seriously affect public services like education, Sinclair said. The declaration calls on members to conclude negotiations aimed at developing rules on domestic regulation before the end of the current round. The aim is to ensure that regulatory frameworks that governments adopt about qualification requirements, licensing and technical standards are "not more burdensome than necessary."

"With the stroke of a negotiator's pen, literally thousands of regulations designed to protect the public interest would be exposed to WTO oversight and potential challenge," Sinclair said. "Many types of government regulations covering education and other public services would be affected. For example, disciplines developed on licensing requirements would apply to university and college accreditation."

"Offshore education providers want to weaken regulations which govern the accreditation and quality assessment of institutions," Robinson said. "Restrictions on domestic regulation, as they are being proposed, could very well facilitate that. This is something that could seriously erode the quality of post-secondary education in Canada and around the world."

Following the agreement in Hong Kong, GATS negotiations are scheduled to resume in earnest. Plurilateral requests are to be tabled by the end of February 2006, with a second round of revised offers to be submitted by July 31, 2006. The deadline for a final deal is Oct. 31, 2006. ■

CAUT Committee Recommends Clarification of Rules for Continuing Education Positions



Laurent Leduc

CAUT investigatory committee has made a series of recommendations about continuing education programs, following from its investigation of allegations of violation of Dr. Laurent Leduc's academic freedom at the University of St. Michael's College (University of Toronto).

Leduc, on behalf of his company, Leadership Horizons, had been contracted in April 2000 by the continuing education program at St. Michael's to develop both a non-degree credit and a certificate credit program in corporate social responsibility (CSR).

When the college accepted a grant from Imperial Tobacco in December 2000, in part to support the CSR program, Leduc objected, claiming the donation would hurt the credibility of the program. The program was launched in February 2001.

Throughout 2001 Leduc reported tensions in his role with the college and in 2002 the parties reached a settlement that ended their relationship.

A member of the CSR advisory board resigned in January 2002 because of the tobacco funding, and later that year, the Non-Smokers' Rights Association issued a statement of concern about the donation. In the ensuing months, controversy grew over the Imperial Tobacco donation and the ending of Leduc's involvement in the program.

At the end of 2003, CAUT appointed Esam Hussein, professor and chair of mechanical engineering at the University of New Brunswick and Robert MacDermid, professor of political science at York University, to look into the alleged violation of Leduc's academic freedom.

In April 2004, St. Michael's president Richard Alway asked Paul Perron, the principal of University College at the University of Toronto, to conduct an independent in-

time continuing education instructors are hired and that there be a clearer statement of academic freedom of instructors in continuing education courses. Furthermore, they urge that the two institutions develop a policy for protecting academic freedom in courses with multiple instructors and to clarify that the role of program directors does not exceed that of instructors.

In addition, the committee considered and developed several recommendations for CAUT. These include the need to develop guidelines to ensure academic freedom is not limited by contractual arrangements in professional and continuing education programs, and that CAUT develop guidelines to ensure academic freedom in team teaching environments.

It also recommended that CAUT develop policies for hiring instructors in continuing and professional education programs. As a corollary of this recommendation, the committee proposes that CAUT develop policies for dealing with grievances and conflicts that arise in that context.

There was also agreement within the committee that CAUT investigate universities' reliance on corporations to fund specific courses and programs and the implication of that for academic freedom.

James Turk, executive director of CAUT, said the CAUT Executive Committee and the Academic Freedom and Tenure Committee will fully review the report and its recommendations at their winter meetings.

"Professors Hussein and MacDermid have brought important issues to our attention and we are grateful for their work," he said. ■

A copy of the Hussein/MacDermid report is published by CAUT in this issue of the Bulletin.

Version française à la page A8.

3M TEACHING FELLOWSHIPS
PRIX D'ENSEIGNEMENT 3M

2006

Call for Nominations

The Society for Teaching and Learning in Higher Education (STLHE) and 3M Canada are pleased to announce the continuation of the 3M Fellows Program with up to 10 awards for 2006.

The Award

A citation of excellence presented at the STLHE Conference in June in recognition of exemplary contributions to teaching and learning.

An all expense paid 3-day retreat at Fairmont Le Château Montebello, November 4-6, 2006.

Eligibility

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Criteria for the Award

Excellence in teaching over a number of years, principally (but not exclusively) at the undergraduate level.

Commitment to the improvement of university teaching with particular emphasis to contributions beyond the nominee's discipline or profession.

Nomination Procedure

Several items should be included in the nomination package including a nomination brief which presents the case for the nominee. For details please see the Call for Nominations and the Guide for Preparing a Nomination. These are available from the Office of the Vice-President (Academic), the STLHE website: www.stlhe.ca and at the 3M Teaching Fellowship website: www.mcmaster.ca/3Mteachingfellowships.

Nomination Deadline: March 3, 2006

Appel de candidatures

La Société pour l'avancement de la pédagogie dans l'enseignement supérieur (SAPES) et la compagnie 3M Canada ont le plaisir d'annoncer la poursuite du Programme des prix d'excellence 3M dans le cadre duquel dix prix seront accordés pour l'année 2006.

Le prix

Un certificat d'excellence attestant d'une contribution remarquable à l'enseignement et à l'apprentissage remis lors de la conférence de la SAPES, en juin.

Une rencontre de 3 jours au Fairmont Le Château Montebello, tous frais payés, du 4 au 6 novembre 2006.

Admissibilité

Toute personne enseignant présentement dans une université canadienne, quels que soient sa discipline ou son niveau hiérarchique.

Critères d'attribution

Excellence de l'enseignement depuis plusieurs années, principalement (mais pas exclusivement) au premier cycle.

Engagement à améliorer la qualité de l'enseignement universitaire, notamment par des contributions dépassant le cadre de sa discipline ou profession.

Dossier de candidature

Le dossier de candidature doit comporter plusieurs éléments, dont une brève présentation de la candidature ou du candidat. Pour plus de détails, veuillez consulter l'Appel de candidatures et le Guide de mise en candidature, disponibles au Bureau du vice-recteur à l'enseignement et à la recherche, sur le site Web de la SAPES : www.stlhe.ca et sur celui des prix d'enseignement 3M : www.mcmaster.ca/3Mteachingfellowships.

Date limite de dépôt des candidatures : le 3 mars 2006

When Anti-Terror Laws Terrorize

From PAGE A3

I also attended a workshop on academic and non-academic staffed by representatives from Denmark and New Zealand. This was a significant workshop for me since CAUT now includes a growing number of general staff who are members of faculty associations at Bishop's University and elsewhere.

These intense and interesting meetings culminated with a resolution that was taken to the World Trade Organization meeting a few days later in Hong Kong, at which David Robinson represented CAUT. The res-

olution is available at <http://data.etie.org/Common/GetFile.asp?ID=3193&mid=of&LogonName=guest>.

CAUT supports the struggles of NTEU and other organizations around the world to protect the rights of higher education personnel. We made our presence known on the international stage, in both oral and written presentations, over the course of the meetings and I think it's worth noting that Turk and Robinson are highly respected internationally for their knowledge of academic freedom and trade issues respectively. Our counterparts will be consulting widely on this and other matters. ■

CAUT Executive Committee

Nominations are being sought for election to the CAUT Executive Committee. Individual affiliated members and associate members of CAUT are entitled to run for any vacant position and to make nominations. Elections will take place at the CAUT Council meeting in Ottawa in April 2006.

Position Vacancies

President. Responsible for guiding the affairs of the association between meetings of Council and for ensuring that policies approved by Council are implemented. Nominees for president should have considerable experience in academic staff association affairs at the local or provincial level.

Vice-President. Responsible for assisting the president with his or her responsibilities and undertaking other duties as decided by the executive committee.

Treasurer. Responsible for the preparation of draft budgets and financial statements and for ensuring proper controls remain in place to ensure the financial integrity of the association.

Three Members-at-Large. Responsible for undertaking duties as decided by the officers and the executive committee.

Chair, Collective Bargaining and Economic Benefits Committee. Responsible for chairing the CBEBC and undertaking other duties as decided by the officers and the executive committee. A nominee for the position of chair of CBEBC should have considerable experience in the area of collective bargaining and/or analysis of economic benefits, and shall normally have served at least one year on the committee.

Comité de direction de l'ACPPU

Nous sollicitons des candidatures à des postes au sein du Comité de direction de l'ACPPU. Les membres affiliés individuels et les membres associés de l'ACPPU ont le droit de se présenter comme candidat ou candidate et de présenter des candidatures. Les élections se tiendront à l'occasion de l'assemblée du Conseil qui aura lieu à Ottawa en avril 2006.

Les postes vacants

La présidence. La personne élue est responsable de la direction des affaires de l'association entre les assemblées du Conseil et elle s'assure que les directives approuvées par le Conseil sont mises en œuvre. Les candidats et candidates à la présidence doivent posséder une expérience considérable en matière d'associations de personnel académique à l'échelle locale ou provinciale.

La vice-présidence. La personne élue aide la présidente ou le président à s'acquitter de ses responsabilités et à entreprendre d'autres tâches définies par le Comité de direction.

Le trésorier. La personne élue est responsable de la préparation des projets de budgets et d'états financiers. Elle veille à la bonne gestion des affaires pour assurer l'intégrité financière de l'association.

Trois membres ordinaires. Les membres ordinaires doivent exercer les fonctions définies par les dirigeants et le Comité de direction.

La présidence du Comité de la négociation collective et des avantages économiques. Le titulaire doit présider le CNCAE et entreprendre d'autres tâches définies par les dirigeants et le Comité de direction. Les candidats et candidates à ce poste doivent avoir une expérience considérable dans le domaine de la négociation collective ou de l'analyse d'avantages économiques, et doivent normalement avoir siégé au moins un an au sein du comité.

Chair, Librarians' Committee. Responsible for chairing the Librarians Committee and undertaking other duties as decided by the officers and the executive committee. A nominee for the position of chair of the Librarians' Committee should have considerable experience representing the interests of librarians, should have knowledge of relevant policy matters, and shall normally have served at least one year on the committee.

Term of Office

The term of office of the president, vice-president and executive committee members-at-large is one year. The term of office of the treasurer and chairs is two years.

Nomination Procedure

Nominations should be sent to:
Professor Gordon Shrimpton
Chair, Elections and Resolutions Committee
Canadian Association of University Teachers
2675 Queensview Drive
Ottawa, Ontario K2B 8K2
Fax: (613) 820-7244

Nominators should include: (1) a letter of nomination; (2) a brief statement of why the nominator feels the nominee is qualified to serve; (3) the agreement of the nominee to serve if elected; and (4) a completed copy of the standard information form available at www.caut.ca.

Nomination Deadline 1 March 2006

Note: Information on release time is available at www.caut.ca/en/policies/releaseinfo.asp.

La présidence du Comité des bibliothécaires. Le titulaire doit présider le Comité des bibliothécaires et entreprendre d'autres tâches définies par les dirigeants et le Comité de direction. Les candidats et candidates à ce poste doivent avoir une expérience considérable dans la représentation des intérêts des bibliothécaires, une connaissance des questions relatives aux politiques, et doivent normalement avoir siégé au moins un an au sein du comité.

Mandat

Le mandat de la présidence et de la vice-présidence de même que des membres ordinaires du Comité de direction est d'un an. Le mandat du trésorier et des présidents des comités est de deux ans.

Méthode de mise en candidature

Prière d'envoyer les candidatures à :
M. Gordon Shrimpton, président
Comité des élections et résolutions
Association canadienne des professeurs
et professeurs d'université
2675, promenade Queensview
Ottawa (Ontario) K2B 8K2
Télé. : (613) 820-7244

Les pièces suivantes doivent accompagner les mises en candidature : (1) une lettre de mise en candidature; (2) une brève déclaration expliquant pourquoi la personne qui présente le candidat ou la candidate estime qu'il ou elle possède les qualités voulues; (3) l'accord du candidat ou de la candidate de siéger au sein du comité advenant son élection; (4) une copie du formulaire d'information réglementaire, dûment rempli, disponible à www.caut.ca.

La date limite 1^{er} mars 2006

Les renseignements au sujet du dégellement se trouvent à : www.acppu.ca/fr/policies/releaseinfo.asp.

Canadian Association of University Teachers
Association canadienne des professeurs et professeurs d'université



NEWS

Education International Hosts Conference for National PSE Associations

NATIONAL post-secondary education faculty unions and associations from more than 30 nations met in Melbourne, Australia for the 5th Education International Conference on Higher Education and Research. Key issues included academic freedom, commercialization, privatization, trade negotiations, security, working conditions, brain drain/brain gain and the situation of general staff.

A centrepiece of the conference was the release of a major comparative study of the employment and working conditions of academic staff in Canada, Australia, New Zealand, the United States and the United Kingdom.

The report, prepared for EI by CAUT's associate executive director David Robinson, found that academic staff in countries under review are facing unprecedented challenges, from a long-term decline in compensations levels and working conditions to an explosion in the number of limited term and part-time appointments.

"The challenges facing the profession have enormous implications for the future of post-secondary education," Robinson told the assembly. "Without a talented and committed professoriate and without respect for tenure and academic freedom, effective teaching, scholarship and learning cannot take place." CAUT and EI will have the study online later this month.

The meeting was also attended by CAUT president Loretta Czernis and executive director James Turk.

The meeting noted reservations on GATS, privatization and education, following which delegates unanimously endorsed a statement demanding that education be removed from GATS. This statement was sent to national trade ministers of WTO member countries meeting the following week in Hong Kong.

The day before the EI conference, Australia's National Tertiary Education Union hosted a symposium on academic freedom, universities and the new terror laws. Turk presented a paper on academic freedom in the U.S. and Canada since 9/11. He was joined by Steve Wharton, president of the UK-based Association of University Teachers who spoke about the implications for academics of the British Prevention of Terrorism Act, and professor Rosli Mahat of the University of Malay who discussed academic freedom and internal security in Malaysia. Three leading Australian academics presented papers on the chilling aspects of the Australian government's extreme anti-terrorism measures.

"The legitimate concern with security is being used by governments to take away long-held civil liberties and to undermine the foundation of academic freedom on which the work of our universities depends," Turk said in summarizing the conference. ■

Nouvelle chercheuse invitée

L'ACPPU est heureuse d'accueillir Leona Jacobs, bibliothécaire-analyste à l'Université de Lethbridge, à titre de chercheuse invitée pour 2006. Durant son séjour à l'ACPPU, elle étudiera les dispositions en vigueur qui régissent les congés de recherche accordés aux biblio-

thécaires des établissements d'enseignement supérieur au Canada, ainsi que les tendances observées en la matière. Mme Jacobs est titulaire d'une maîtrise à l'Université de Western Ontario. ■

English on page A9.

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ACTUALITÉS

Adoption d'un vote de grève à Sudbury

La totalité du personnel académique de l'Université de Sudbury s'est prononcée en faveur d'une mesure de grève en vue d'atteindre les objectifs visés dans la négociation.

« Le message passe par nos membres devrait ouvrir la voie à une négociation collective digne de ce nom et permettre d'en arriver à un règlement équitable », a déclaré le président de la section locale, Real Fillion.

Selon des renseignements communiqués par le syndicat, les parties sont convoquées à une séance de médiation le 19 janvier prochain. « L'équipe de négociation du syndicat se rendra à cet entretien exploratoire avec pour mandat de changer la donne », signale M. Fillion. « Le conseil de l'université s'imaginer depuis trop longtemps que les membres du personnel académique acceptent des salaires largement inférieurs à ceux de leurs collègues qui travaillent sur le même campus et, dans certains cas, au sein des mêmes programmes. »

« Depuis l'accréditation de notre syndicat il y a trois ans, nos condi-

tions de travail ont à peine évolué. Il est temps d'aller de l'avant et de conclure un contrat. Pour cette série de négociations, nos membres réclament rien de moins que des changements satisfaisants de taille. »

La conciliation a duré deux jours à la fin de novembre « sans que l'employeur ne manifeste au syndicat le moindre désir d'en arriver à un règlement équitable », a indiqué M. Fillion.

Il y a toute une série de questions qui restent encore à négocier, entre autres les salaires, les avantages sociaux, l'équité de la charge de travail, y compris la disponibilité des postes d'assistants à l'enseignement et les limites au recours des contrats à durée déterminée.

Le syndicat sera en droit de déclarer la grève le 23 janvier. ■

Le personnel académique de l'Université de Sudbury est regroupé au sein d'une unité de négociation accréditée distincte de 36 professeurs et bibliothécaires à temps plein et à temps partiel qui sont membres de l'Association des professeurs de l'Université Laurentienne.

English on page A8.

Thoughts on academic freedom

“Academic freedom is not merely a reflection of society's commitment to free speech; it is a safeguard essential to the aims of the university and to the welfare of those who work within it. Teachers and scholars have a vital stake in continuing to enjoy the liberty to speak and write as they choose, because their lives are entirely devoted to developing and expounding ideas. Universities in turn have a critical interest in preserving free expression, for without that freedom they will be hampered in appointing the most creative scientists and scholars and will suffer from forms of censorship that will jeopardize the search for knowledge and new discovery, that represents their most distinctive contribution.”

— Derek Bok, *Beyond the Ivory Tower* (p.20)

Support academic freedom.

If you value academic freedom, please make a donation to the Harry Crowe Foundation — a charitable foundation set up by CAUT with a mandate to undertake education and research on freedom of academic expression, institutional autonomy and the independence of university research.

Your donation will help defend academic freedom and you will receive a charitable tax receipt. Your support will allow the Harry Crowe Foundation to provide a vast array of educational services, such as research, seminars and conferences.

Librarian Wins Award for Her Work at York

MARY Kandiuk, reference librarian at Scott Library at York University, is the recipient of the sixth CAUT Academic Librarians' Distinguished Service Award.

The award, created in 1994, recognizes a librarian or a faculty member for outstanding service in furthering the status and/or working conditions of academic librarians. The winner is selected by a jury appointed by CAUT's Librarians' Committee.

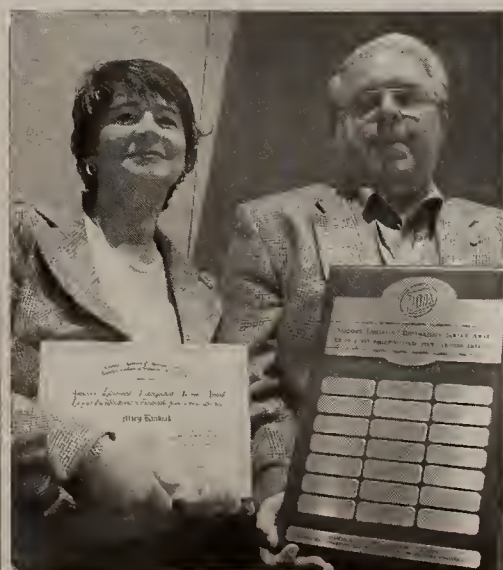
“This award recognizes Ms. Kandiuk's record of sustained involvement and service in academic librarianship and in the York University Faculty Association,” said commit-

tee chair Kent Weaver. “Her accomplishments and service have significantly contributed to the advancement of working conditions of librarians at York.”

Kandiuk also earned the award for her leadership skills, and was nominated by colleagues who said her work had influenced their advancement and participation as an academic librarian and whose contributions merited recognition by CAUT.

Kandiuk received a framed certificate during a ceremony at the CAUT Council meeting in November. ■

Version française à la page A9.



York University librarian Mary Kandiuk receives CAUT's distinguished service award from librarians' committee chair Kent Weaver Nov. 25 in Ottawa.

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NEWS ACTUALITÉS

Éducation permanente : un comité recommande de clarifier les pratiques d'embauche des professeurs

L'ISSUE de l'enquête qu'il a menée sur la violation présumée de la liberté académique du professeur Laurent Leduc au Collège St. Michael's de l'Université de Toronto, le comité d'enquête de l'ACPPU a formulé une série de recommandations sur les programmes d'éducation permanente.

En avril 2000, M. Leduc, au nom de sa société Leadership Horizons, a passé un contrat avec le service d'éducation permanente de St. Michael's pour élaborer un programme de certificat et un programme sans crédits en responsabilité sociale des entreprises (RSE). En décembre 2000, lorsque le collège a accepté une subvention de la société Imperial Tobacco pour l'aider en partie à financer le programme de RSE, M. Leduc s'est opposé à un tel don qui, selon lui, compromettrait la crédibilité du programme. Celui-ci devait toutefois être lancé en février 2001.

Sur fond de tensions avec le collège, M. Leduc a eu peine à s'acquiescer de ses fonctions tout au long de 2001. Puis, en 2002, les parties ont conclu une entente qui mettait fin à leurs relations.

En janvier 2002, un membre du conseil consultatif du programme de RSE a démissionné pour protester contre la subvention du fabricant de tabac et, plus tard durant l'année, l'Association pour les droits des non-fumeurs a dénoncé publiquement la situation. La controverse entourant le don de l'Imperial Tobacco et la cessation de la participa-

tion de M. Leduc au programme s'est amplifiée dans les mois qui ont suivi.

À la fin de 2003, l'ACPPU a chargé Esam Hussein, professeur et titulaire de chaire de génie mécanique à l'Université du Nouveau-Brunswick, et Robert MacDermid, professeur de science politique à l'Université York, d'enquêter sur la violation présumée de la liberté académique de M. Leduc.

En avril 2004, le président de St. Michael's, Richard Alway, a demandé au directeur du Collège universitaire de l'Université de Toronto, Paul Perron, de mener une enquête indépendante sur la cessation de la participation de M. Leduc au programme d'éducation permanente de St. Michael's.

Dans son rapport de deux pages déposé en septembre, M. Perron a déclaré que « la liberté académique n'était pas en cause dans cette affaire, mais qu'un contrat commercial était affecté d'un vice... et que le désaccord était essentiellement d'ordre commercial et non pas académique ». L'auteur du rapport n'explique pas, toutefois, le raisonnement ni les faits sur lesquels repose sa conclusion.

En décembre 2005, les professeurs Hussein et MacDermid ont dû admettre leur incapacité à trouver des éléments de preuve établissant un lien entre l'objection soulevée par M. Leduc à l'égard du don de l'Imperial Tobacco et la façon dont le professeur avait été traité par le Collège universitaire St.

Michael's. Ils ont cependant relevé des lacunes dans les politiques et les pratiques mises en œuvre dans les secteurs en plein essor de la formation professionnelle et de l'éducation permanente.

Leur rapport recommande notamment au Collège St. Michael's, d'une part, de revoir sa politique d'embauche consistant à recourir à des entreprises plutôt qu'à des chargés de cours pour dispenser des cours du programme d'éducation permanente, et, d'autre part, de placer la question de la liberté académique au cœur de cet examen. Les deux professeurs pressent également le Collège St. Michael's et l'Université de Toronto de revoir leur politique d'embauche des chargés de cours à temps partiel du programme d'éducation permanente, d'établir un énoncé de principes plus précis sur la liberté académique des chargés de cours de ce programme, d'élaborer une politique qui protège la liberté académique dans le cadre des cours donnés par divers chargés de cours et, enfin, de préciser que le rôle des directeurs de programme ne dépasse pas celui des chargés de cours.

Par ailleurs, le comité a formulé à l'intention de l'ACPPU plusieurs recommandations l'invitant notamment à élaborer des lignes directrices pour s'assurer que la liberté académique n'est pas limitée par des dispositions contractuelles convenues dans le cadre des programmes de formation professionnelle et d'éducation permanente, et aussi pour

garantir la liberté académique dans le contexte particulier de l'enseignement en équipe.

Le comité recommande également à l'ACPPU d'établir des politiques d'embauche des chargés de cours affectés aux programmes de formation professionnelle et d'éducation permanente. En corollaire à cette recommandation, le comité propose que l'ACPPU élabore une politique de règlement des griefs et des différends soulevés dans ce contexte.

Les membres du comité reconnaissent aussi la nécessité que l'ACPPU mène une enquête sur le recours des universités aux entreprises pour financer certains cours et programmes et sur les répercussions d'une telle pratique sur la liberté académique.

Le directeur général de l'ACPPU, James Turk, a signalé que le Comité de direction de l'ACPPU et le Comité de la liberté académique et de la permanence de l'emploi allaient étudier par le menu le rapport et ses recommandations à leurs assemblées d'hiver.

« Les professeurs Hussein et MacDermid ont porté à notre attention des questions d'une grande importance, et nous leur sommes reconnaissants de leur travail », a-t-il déclaré. ■

Le rapport Hussein-MacDermid est publié dans le présent numéro du *Bulletin de l'ACPPU* (en anglais seulement).

English on page A5.

Sudbury Strike Vote Announced

ACADEMIC staff at the University of Sudbury have voted 100 per cent in favour of strike action to achieve bargaining goals.

"This message from the membership should help produce meaningful bargaining with the university and a fair settlement," said local president Réal Fillion.

Indications from the union are that the parties will hold mediation talks Jan. 19. "The union bargaining team is entering mediation with a mandate for change," Fillion said. "The board of this university has assumed for too long that faculty will work for wages far below those earned by colleagues on the same campus, and in the same programs in some cases."

"From the time we became a union three years ago, there has been little real change in our working conditions. It is time to move on. It is time to finalize a contract."

Conciliation lasted two days in late November "with no evidence shown to the union of a desire for a fair settlement," Fillion said.

Among the issues still on the table are salaries, benefits, workload equity, including the provision of teaching assistants, and limits on the use of limited-term contracts.

The union will be in a legal strike position Jan. 23. ■

The academic staff at Sudbury are a separate certified bargaining unit of 36 full and part-time teachers and librarians and are members of Laurentian University Faculty Association.

Version française à la page A7.

College Rankings Exposed

From PAGE A11

First, the book offers a useful and accurate history of the development of rankings in the U.S. He rightly says that U.S. News and World Report rankings (first published in 1983) were all about selling magazines. Like Maclean's, USNWR never did any significant research on higher education. It relies on cheap and easy surveys of opinion, and on already-published statistics. Its costs are low and its profits are high. Its rankings make money, and who would deny that it is wrong for the publishers of USNWR to realize profits?

Boyer reminds us that there has always been an informal "league table" of universities and colleges in the U.S., as there is in every country that can boast more than one university or college. But Ivy League universities don't have to worry much about rankings—a point about which the author says little. These places have long and distinguished histories, well-established connections to federal funding for defence and other research, and significant endowments. Ranking systems will never come up with conclusions that embarrass Harvard or Yale or Cornell. In the UK, the same might be said of Oxford and Cambridge.

By contrast, rankings matter a great deal to a significant fragment of the American post-secondary system, possibly 20 to 25 per cent of it. These 500-odd institutions have a tenuous hold on public funds and/or private donations. Boyer's contrast between the Ivy League and

"the rest" is naïve, by the way, for it is patent that all American universities and colleges are caught in the net of performance indicators and ranking. Published research arrives nearly always at this conclusion. Boyer is simply too optimistic, a Polly-Anna loose among the barracudas.

Boyer claims rankings are popular mainly because they play on the fears and anxieties of families. If you think your child's choice of university will decide her entire life course, then you'll read the rankings. He reminds us that high-achieving high school students are the ones who pay most attention to rankings (p. 40). American families who can afford a Toyota Camry education think rankings and performance indicators are part of an informal contract between themselves and the colleges their children attend.

Boyer's potted history of rankings leads to his second main point: rankings lead the most competitive American institutions to use smoke and mirror tactics, emphasizing the promotion of research and image—neither of which has much to do with the quality of learning nor careful consideration of a 21st Century curriculum. (p. 171)

Promotion and advertising are enormous line items in the operating budgets of such places. Students and educators alike are encouraged to focus on the symbolic remnants of an elite system—selectivity, reputation and financial resources. These indicators are viewed as expressions of "quality." However, they tend to reflect and rein-

force a much older preoccupation with prestige. (p. 170)

Boyer sees the irony of a ranking system that promotes mindless elitism and competition, while "the nation embraces the values of inclusion and preaches that education is good for all." (p. 165)

His points about elitism come in a chapter entitled "The End of Rankings." He presses the claim that there has been a successful push since 1970 to make post-secondary education possible for at least 50 per cent of the college-age population. That level of access has been achieved. Boyer might have noted that all the OECD countries, Canada included, have exactly the same objective. Because there is such broad agreement on this objective, there is less carping about specific matching of education to employment than there used to be, Boyer says.

It used to be said Latin and Greek majors were headed for the dustbin. But now, in the early 2000s, the point is either you get a degree or you suffer major economic damage for the rest of your life. There is no rush to get into Latin and Greek courses, but there's similarly no rush to get out of them.

Boyer rightly says (although he's confusing on the point: is the system universal or isn't it?) that even in a broadly accessible system like the American, rankings still do enormous damage. Above all, rankings point directly away from what he calls quality education.

So what is quality education? On this huge theme, Boyer gets enough

things right to warrant a third checkmark. He offers five criteria, complete with pertinent standards, that he thinks parents and students should use to decide where they'll be educated (pp. 105–148):

1. Students should have a general education, the kind that will encourage them in a lifelong sequence of work, private inquiry, civic activity and creative participation in the culture (this means credited seminars in all years, public service work and much else);

2. They should learn to reason and to write well;

3. Their college or university should show commitment to "active learning" (that means small classes, opportunity to know professors at non-teaching times and opportunities to participate in faculty research);

4. Learning should take place in wider communities—city, nation and world; and

5. The university ought to be a diverse, intellectually active and respectful community.

This list works reasonably well for the U.S., but would require translation in Canada. Our university history, the essentially public character of our system and even its relatively small size, all lead to different ways of seeing what should count as "quality" in Canada.

Although I liked the idea of a list of this sort, Boyer is weak in laying out the philosophical, historic and political basis for it. When he gets down to detail, he is in trouble. The matter of small classes, for instance, sounds good, but in practice,

surely it's no more or less than item number 9 in Maclean's ranking for 2004. Boyer has jumped out of the frying pan into the fire.

Perhaps the weakest feature of the book is its lack of interest in matters of governance and management. It makes little sense to propose undergraduate programs where participation and critical thinking are central, but not to recognize that a strong academic government must be in charge of it all. If the entire university is seen as a mechanism in need of "management," then the institutions of academic self-governance and public accountability will be moribund. Surely this is the great problem of the early 21st Century in Canadian higher education. We have large universities, underfunded and over-managed, fascinated by image and a mindless urge to be "world-class."

For faculty members, the connection between sensible governance and sensible education is a close one. Boyer somehow missed that connection. Canada is well prepared to reassess that connection. The time is ripe. As we do, the dreadful vision of the horse race in Canadian higher education will fade away. ■

1. For a discussion of the "rankings enthusiasts" and their arguments, see esp. William Bruneau and Donald C. Savage, *Counting Out the Scholars* (Toronto: James Lorimer, 2002), www.caut.ca/en/publications/bookseries/scholars.asp.

William Bruneau is a former president of CAUT and a member of CAUT's academic freedom and tenure committee. He lives and writes in Vancouver.

NEWS ACTUALITÉS

L'OMC relance les négociations

C3 Suite de la PAGE A1

« Si, pour bon nombre de pays industrialisés, les exportations des services éducatifs représentent clairement un intérêt offensif majeur dans le cycle actuel, ces pays restent toutefois frustrés par la lente progression des négociations jusqu'à présent », poursuit-il. « L'accord conclu à Hong Kong vise à presser davantage les pays à s'engager plus résolument à ouvrir tous les secteurs des services, y compris les services publics comme l'éducation. »

La déclaration ministérielle de Hong Kong propose de modifier considérablement les modalités de négociations dans le cadre de l'Accord général sur le commerce des services (AGCS). Jusqu'ici, chaque pays échangeait des demandes et des offres avec les autres pays, lesquels n'avaient aucune obligation particulière d'y répondre. Selon la nouvelle formule proposée — qui introduit le principe de « négociations pluri-latérales » —, les groupes d'États membres intéressés par un secteur particulier entreprendront une démarche commune auprès des pays ciblés.

« Au lieu d'avoir affaire à chaque demandeur individuellement, les pays cibles devront maintenant faire face à un groupe composé des États demandeurs les plus offensifs du secteur », explique Scott Sinclair, analyste de la politique commerciale au Centre canadien de politiques alternatives. « Le but poursuivi est d'accroître largement les pressions sur les gouvernements pour qu'ils s'engagent à libéraliser les services comme l'éducation. »

Sur l'initiative de la Nouvelle-Zélande, un groupe pluri-latéral favorable aux exportations des services éducatifs privés a été créé récemment, rapporte M. Sinclair, dans le but d'obtenir d'un plus grand nombre de pays qu'ils souscrivent plus d'engagements relatifs aux services éducatifs.

L'approche pluri-latérale des négociations pourrait créer un problème pour le Canada, soutient M. Robinson. « En effet, ce dernier s'est imposé comme position officielle de s'abstenir de tout engagement dans le domaine des services éducatifs publics. D'ores et déjà, nous subissons d'intenses pressions pour libéraliser nos marchés de l'enseignement. »

Il prévient que tout engagement du Canada en matière d'éducation privée pourrait rendre le système public vulnérable parce que la frontière entre établissements publics et privés est de plus en plus floue.

« La plupart des universités et collèges, de nos jours, ont des antennes commerciales qui font la promotion des produits commerciaux ou

contribuent à assurer le financement de travaux de recherche et de projets d'étude par le secteur privé », ajoute M. Robinson. « Dans certains pays, des universités soi-disant publiques offrent aussi des programmes entièrement privés. Alors, si le Canada prenait des engagements en matière d'éducation commerciale, il pourrait très bien, à son insu, exposer son système d'enseignement supérieur aux règles de l'AGCS. »

Le Canada doit donc avancer avec précaution dans ce dossier, met-il en garde, car les règles de l'AGCS pourraient contraindre l'ouverture des marchés de l'enseignement et permettre à des établissements et à des entreprises de l'étranger de se livrer librement à des activités dans ce secteur au Canada. Une telle libéralisation, avertit M. Robinson, pourrait porter atteinte à la qualité et à l'accessibilité de l'enseignement post-secondaire et, en bout de ligne, consolider et intensifier la privatisation et la commercialisation.

Un autre aspect de la déclaration ministérielle de Hong Kong pourrait aussi avoir de sérieuses répercussions sur les services publics comme l'éducation, note M. Sinclair. La déclaration invite les pays membres à poursuivre des négociations qui aboutiront à l'établissement de règles relatives à la réglementation intérieure avant l'échéance du cycle actuel. Cette démarche vise à faire en sorte que les cadres de réglementation adoptés en rapport avec les normes techniques et les prescriptions et procédures en matière de licences et de qualifications ne constituent pas « des obstacles non nécessaires au commerce des services. »

« D'un seul trait de plume, un négociateur pourrait bel et bien faire échapper à la surveillance de l'OMC des milliers de règlements destinés à protéger l'intérêt public, qui pourraient par ailleurs être contestés », souligne M. Sinclair. « Une multitude de règlements gouvernementaux applicables à l'éducation et à d'autres services publics s'en trouveraient affectés. Par exemple, les disciplines portant sur les prescriptions en matière de licences s'appliqueraient à l'accréditation des universités et des collèges. »

« Les fournisseurs de services éducatifs de l'étranger cherchent à affaiblir les règlements qui régissent l'accréditation et le contrôle de la qualité des établissements », mentionne M. Robinson. « Les restrictions à la réglementation intérieure, dans la forme où elles sont actuellement proposées, pourraient très bien faciliter l'atteinte de cet objectif et détériorer sérieusement la qualité de l'enseignement postsecondaire au Canada et dans le monde entier. » ■

Prix remis à une bibliothèque de l'Université York

MARY Kandiuk, bibliothécaire documentaliste à la bibliothèque Scott de l'Université York, a remporté le 6^e Prix des bibliothécaires pour services émérites de l'ACPPU.

Cette distinction a été créée en 1994 dans le but de reconnaître les services remarquables de bibliothécaires ou de professeurs qui ont contribué à l'avancement du statut professionnel ou des conditions de travail des bibliothécaires d'universités et de collèges canadiens. Le titulaire du prix est choisi par un jury que désigne le Comité des bibliothécaires

de l'ACPPU.

« Le prix est décerné à Mme Kandiuk pour récompenser son engagement constant envers la profession de bibliothécaire d'université et sa participation soutenue aux activités de l'Association du personnel académique de l'Université York », a déclaré le président du comité, Kent Weaver. « Ses réalisations et services ont permis de faire évoluer les conditions de travail des bibliothécaires de cet établissement. »

Mme Kandiuk a également été choisie pour ses qualités de leader. Ses collègues qui ont proposé sa can-

didature ont voulu exprimer à quel point ils lui sont reconnaissants d'avoir contribué à leur avancement et à leur engagement en tant que bibliothécaires professionnels. Pour eux, le rôle remarquable de Mme Kandiuk méritait d'être signalé à l'attention de l'ACPPU.

La lauréate a reçu un certificat encadré au cours d'une cérémonie qui s'est déroulée lors de l'Assemblée du Conseil de l'ACPPU en novembre dernier. ■

English on page A7.

COMITEE VACANCIES POSTES À COMBLER

CAUT Standing Committees

CAUT is seeking potential members for its four standing committees of Council. Each of these committees has at least eight members (including the chair) and normally meets twice a year.

Position Vacancies

Academic Freedom and Tenure Committee, Two Vacancies. Members should have considerable experience in one or more of the following areas: academic freedom, human rights and civil liberties. They should be willing and available to dedicate considerable time to the work of the committee between meetings, including promotion of academic freedom, drafting of documents and other related activities.

Collective Bargaining and Economic Benefits Committee, Two or Three Vacancies (depending on whether an incumbent member of the committee is elected chair). Members should have demonstrated experience in the area of collective bargaining and/or analysis of economic benefits. They should be able to commit time to the work of the committee between meetings, including drafting of model clauses, development of policy statements and other related activities.

Librarians' Committee, One or Two Vacancies (depending on whether an incumbent member of the committee is elected chair). Members should have considerable experience and knowledge of the professional interests and academic concerns of librarians at Canadian post-secondary education institutions. They ought to be aware of policy matters per-

taining to academic rights and working conditions of academic librarians. Members should be willing and available to dedicate significant time to the work of the committee between meetings, including the biennial conference planning, drafting or editing documents, responding to enquiries and other related activities.

Women's Committee, Three Vacancies. Members should have considerable experience representing the interests of and coordinating strategies promoting the status of women. They should also have knowledge of policy matters pertaining to women in post-secondary education. Members should be willing and available to dedicate considerable time to the work of the committee between meetings, including educational work, drafting of documents and other related activities.

Term of Office

The term of office for members of standing committees is normally three years, with the possibility of one renewal.

Application Procedure

If you are interested in being on one of these committees, send a letter indicating the committee and your background relevant to that committee to: Louise Desjardins, Executive Assistant, Canadian Association of University Teachers, 2675 Queensview Drive, Ottawa, Ontario K2B 8K2.

Deadline 1 February 2006

Comités permanents de l'ACPPU

L'ACPPU est à la recherche de membres qui pourraient occuper des postes au sein des quatre comités permanents du Conseil. Chacun de ces comités compte au moins huit membres (incluant le président ou la présidente) et entend se réunir normalement deux fois l'an.

Les postes vacants

Comité de la liberté académique et de la permanence de l'emploi, deux postes. Les candidats et candidates doivent avoir une expérience considérable dans l'un ou plusieurs des domaines suivants : la liberté académique, les droits de la personne et les libertés civiles. Ils ou elles doivent pouvoir consacrer beaucoup de temps aux travaux du comité entre les réunions, notamment en participant à la promotion de la liberté académique, à la rédaction de documents et à des activités connexes.

Comité de la négociation collective et des avantages économiques, deux ou trois postes (selon qu'un membre siègeant au sein du comité est élu président). Les candidats et candidates doivent avoir une expérience confirmée dans le domaine de la négociation collective ou de l'analyse des avantages économiques. Ils ou elles doivent pouvoir consacrer du temps aux travaux du comité entre les réunions, notamment en rédigeant des clauses modèles, en élaborant des énoncés de principes et en participant à des activités connexes.

Comité des bibliothécaires, un ou deux postes (selon qu'un membre siègeant au sein du comité est élu président). Les candidats et candidates doivent avoir une expérience et une connaissance considérables des intérêts de la profession et des préoccupations universitaires des bibliothécaires dans les institutions canadiennes d'enseignement postsecondaire. Ils ou elles doivent connaître les questions de principe touchant les droits universitaires et les

conditions de travail des bibliothécaires dans les universités et collèges. Les membres doivent également pouvoir consacrer beaucoup de temps aux travaux du comité entre les réunions, notamment en participant à l'organisation du colloque biennal, en rédigeant ou en révisant des documents, en répondant à des demandes de renseignements et en exerçant des activités connexes.

Comité des femmes, trois postes. Les candidates doivent avoir une expérience considérable dans la représentation des intérêts et la coordination des stratégies visant à promouvoir le statut de la femme. Les membres doivent connaître les questions de principe touchant le rôle des femmes dans l'enseignement postsecondaire. Elles doivent également pouvoir consacrer du temps aux travaux du comité entre les réunions, notamment en réalisant un travail d'information, en rédigeant des documents et en participant à des activités connexes.

Mandat

La durée du mandat des membres des comités permanents est normalement de trois ans avec la possibilité d'un renouvellement.

Procédure de demande

Les personnes désirant siéger à l'un de ces comités sont priées de faire parvenir à l'adresse ci-dessus une lettre précisant le nom du comité qui les intéresse et décrivant l'expérience qu'elles possèdent par rapport à ce comité : Louise Desjardins, Adjointe au directeur général, Association canadienne des professeurs et professeurs d'université, 2675, promenade Queensview, Ottawa (Ontario) K2B 8K2.

La date limite 1^{er} février 2006Canadian Association of University Teachers
Association canadienne des professeurs et professeurs d'université

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CAUT's New Visiting Scholar

LEONA Jacobs, systems librarian at the University of Lethbridge, is CAUT's visiting scholar for 2006. While at CAUT, she will study research leave provisions for Canadian academic librarians. Her work will examine the availability of leave provisions and their patterns of use. Jacobs has been at Lethbridge since 1989. She holds a Master of Library and Information Science from the University of Western Ontario and a Bachelor of Science from the University of Regina. ■



La terreur des lois antiterroristes

☞ Suite de la PAGE A3

Par ailleurs, la loi prescrit des sanctions à l'encontre des personnes qui contribuent directement ou indirectement au financement du terrorisme, et elle ajoute au Code criminel de nouvelles dispositions ayant trait à la sédition.

La loi antiterroriste va même jusqu'à déclarer illégal le fait d'encourager une personne à agir d'une façon susceptible d'être interprétée comme un geste de soutien à une organisation ou un pays en guerre avec l'Australie — ce que la guerre ait été déclarée ou non — ou le fait de participer à toutes formes d'hostilités contre les forces de défense australiennes. Ces infractions pourraient s'appliquer, par exemple, aux détracteurs de la guerre en Irak.

Les représentants du NTEU, tout comme les juristes qui ont pris la parole au cours du colloque, sont d'avis que la loi antiterroriste est

une menace pour les droits fondamentaux de la personne. Les pouvoirs qu'elle confère ne sont pas bien contenus. Aucune procédure de contrôle judiciaire efficace n'a été mise en place pour prendre en charge les cas de violation des libertés civiles. En outre, les nouvelles mesures antiterroristes installent un « dispositif » de surveillance du personnel et des étudiants. Les forces policières et les autorités fédérales peuvent maintenant interdire aux professeurs et aux étudiants d'entreprendre des recherches ou de dispenser des cours qui pourraient être assimilés à des activités de formation offertes directement ou indirectement à un suspect. Les administrateurs universitaires peuvent également être tenus de surveiller le personnel et les étudiants de leurs établissements pour le compte de la police.

Le colloque de Melbourne nous a aussi permis d'assister aux exposés de représentants d'autres pays. Steve

Wharton, président de l'association des professeurs d'université du Royaume-Uni, a passé en revue la loi britannique de 2005 sur la prévention du terrorisme et Rosli Mahat a traité de la suppression de la liberté académique en Malaisie.

Dans le cadre de l'exposé qu'il y a présenté sur la liberté académique au Canada et aux États-Unis depuis les événements du 11 septembre, le directeur général de l'ACPPU, James Turk, a parlé du mémoire que l'Association a soumis aux comités de la Chambre des communes et du Sénat au sujet de la nouvelle loi antiterroriste canadienne. Il a de plus mis en lumière les répercussions de cette loi pour le personnel académique et les étudiants, et analysé l'impact du nouveau contexte de surveillance tant en Amérique du Nord que dans le monde entier.

Le colloque du NTEU s'est tenu la veille de la conférence biennale de l'Internationale de l'Éducation

sur l'enseignement supérieur où les représentants de 46 associations de 35 pays différents ont débattu d'une multitude de questions — de la fuite des cerveaux des pays pauvres vers les pays riches à la privatisation, à la commercialisation et aux négociations en cours sur les services éducatifs dans le cadre de l'Accord général sur le commerce des services.

J'ai aussi participé à un atelier sur le personnel académique et non académique qui était animé par les représentants du Danemark et de la Nouvelle-Zélande. Ce groupe de travail revêtait une importance particulière pour moi du fait que l'ACPPU compte de plus en plus de membres du personnel général qui sont adhérents aux associations de professeurs de l'Université Bishop's et d'autres établissements.

Ces activités intenses et intéressantes ont conduit à l'adoption d'une résolution qui a été transmise quelques jours plus tard à l'assemblée

de l'Organisation mondiale du commerce tenue à Hong Kong, où David Robinson représentait l'ACPPU. La résolution peut être téléchargée (pour l'instant, en anglais) à <http://data.ei-ie.org/Common/GetFile.aspx?ID=3193&nfd=ofli&LogonName=guest>.

L'ACPPU soutient les luttes que le NTEU et d'autres organisations dans le monde mènent pour protéger les droits du personnel de l'enseignement supérieur. Nous avons manifesté notre présence sur la scène internationale à la fois par les exposés et par les mémoires que nous avons présentés au cours des diverses réunions. Et il importe de faire observer que MM. Turk et Robinson sont deux figures hautement respectées à l'échelle internationale pour leur connaissance approfondie de la liberté académique et du commerce respectivement. Nos homologues des autres pays seront fort en quête de cette expertise dans ces domaines et bien d'autres. ■

Too Often Drug Safety Isn't Even on the Radar Screen

☞ From PAGE A3

A third/fourth strategy was to drain funds and/or lower the standards of the regulatory agencies. Between 1970 and 1980 the budgets of federal regulatory agencies increased by 400 per cent. Between 1981 and 1984 they were cut by 11 per cent overall.

The EPA's budget fell by 35 per cent and its exposure standards on regulated industrial substances were raised between 10 and 100 times. The staff complement at EPA was reduced from 14,075 to 10,392. Its referrals to the Justice Department for the prosecution of violators decreased by 84 per cent and the number of enforcement orders fell by 33 per cent.

The Food and Drug Administration had its budget cut by 30 per cent over this period and its enforcement orders declined by 88 per cent.

"Between 1981 and 1984, the absolute number of regulations in the Federal Register declined by 25 per cent, and since 1984, no new permanent regulatory department has been authorized or established by the federal government."

Canada & the Move to Abdicating the Health Protection Duty

In 1997, the Canadian Health Care Coalition reports that Canada's Bureau of Drug Research was quietly dismantled and facilities for independent lab investigations of pharmaceutical products destroyed. The agency's scientists were recognized internationally for independent research on drug quality, toxicity, bioequivalence and clinical application of drugs. It was at this juncture that Dr. Michelle Brill-Edwards resigned as the head of the pediatric branch because she could no longer assure the Canadian public of the efficacy of new drugs that now relied on the pharmaceutical companies to ensure their safety.

Also in 1997, food safety research was terminated and labs were secretly dismantled. Projects cut included: investigations into detection of deadly microorganisms and harmful bacteria, toxic chemicals, preservatives, pesticides, residues of volatile contaminants, additives, herbicides, insecticides, fungicides, glass particles and insect parts and genetically modified organisms in food.

In February 1997, according to the Canadian Health Care Coalition, Health Protection Branch drug reviewers were instructed that the client is the company who pays for the service. "By adopting a client focus and service orientation, regulatory organizations can help those seeking approval to comply with regulations as easy as possible, promote voluntary compliance, earn goodwill from the regulated community, ... and improve the working atmosphere."

The bulletin also says: "there is no conflict of interest between delivering a service to a client and functioning in a regulatory environment."

NAFTA — Chapter 11

Chapter Eleven of the North American Free Trade Agreement provides corporations with the unprecedented capacity to challenge the powers of government to protect its citizens, "to undermine environmental and health laws, even attack our system of justice." (Bill Moyers, *Trading Democracy*) That is, corporations can now sue governments and overturn their judgements in spite of the best evidence of their scientists about their citizens' health.

Here are two examples of how Chapter 11 cases have become social determinants of health:

The Ethyl Corporation, an American manufacturer of a gasoline additive (MMT), considered by the Canadian government to be carcinogenic and banned, sued the Canadian government under Chapter Eleven. The Ethyl Corporation claim was launched in 1996 and settled in 1998 after a Tribunal made three awards. As part of the settlement, the Government of Canada removed the ban, was forced to issue a statement that there was no evidence of harm caused by the product and to pay the company approximately \$20 million (Canadian) because of lost profits. MMT is banned in many U.S. states and in Europe.²

Methanex is a Canadian company that is the world's leading producer of methanol, the key ingredient in the gasoline additive MTBE or methyl tertiary butyl ether. In 1995 MTBE began turning up in

wells throughout California, and by 1999 had contaminated 30 public water systems. The state ordered the additive be phased out, after several studies linked it to cancer and other human health problems. Methanex filed suit under NAFTA's Chapter Eleven, seeking \$970 million in compensation for loss of market shares and, consequently, future profits. This case has not yet been settled.

In each of these cases, scientists in the U.S. and Canada argued that these chemicals should be banned in the interest of public health. With the signing of NAFTA, science was to be judged by trade lawyers, with lost profits as a primary consideration in the determination of the environmental impact of chemicals.

What's Next — Smart Regulations?

There are two Liberal bills pending in Canada, C-27 and C-28 both part of the government's Smart Regulation initiative.

According to Barbara Sibbald of the Canadian Medical Association Journal, the initiative is intended "to guide federal health and safety regulations pertaining to everything from pharmaceuticals to agricultural seeds." Intended to modernizing the regulatory system, it is also designed to "foster an economic climate that promotes innovation and investment." The initiative's guiding principles include effectiveness, cost-effectiveness, timeliness, transparency, accountability and performance. Environmental protection as well as health protection would be subject to "smart" regulation.

Critics argue that within the regulation framework, corporations would no longer be responsible for proving their products are safe. New foods, drugs and technologies would be presumed safe by Health Canada unless proven otherwise.

Bill C-27 would allow the Canadian Food Inspection Agency to accept testing and certification results from other countries. That means if the FDA authorized a food for consumption it could be sold in Canada.

Critics contend that public safety will be subservient to economic goals. While the Smart Regulation initiative emphasizes timeliness, precautionary

values require science to understand the risks, and this takes time.

Shiv Chopra, who along with colleagues Margaret Haydon and Gerard Lambert, blew the whistle on conflicts of interest in Health Canada's drug approval process, describes the Smart Regulation legislative renewal project, which includes Bill C-27, as the "corporatization of knowledge."

And according to Mike McBane of the Canadian Health Care Coalition, Bill C-28 would give the minister of health the interim marketing authority to expose Canadians to chemicals, food additives, pesticides and veterinary drugs without first receiving sufficient scientific data to assess the health effects of these products.

"Regulatory competitiveness," "flexibility in managing health risks," "cost-effective health protection" and "shared responsibility" are the language of the new regulatory regime.

The role of science in analyzing and predicting in the public interest through universities and government agencies (the HPS in Canada and the FDA in the U.S.) is in the process of qualitative institutional change.

REACH

The European Union has responded to this new North American pro-business regulatory regime with REACH — Registration, Evaluation and Authorization of Chemicals.

According to Mark Schapiro of The Nation, the REACH directive represents an upheaval in the basic philosophy of chemical regulation, flipping the American presumption of "innocent until proven guilty" on its head by placing the burden of proof on manufacturers to prove chemicals are safe — what is known as the "precautionary principle."

"Under REACH, chemicals determined to be 'carcinogens, mutagens or reproductive toxins' would have to be taken off the market within a decade. According to the EPA's own standards, this could amount to as many as 1,400 chemicals."

Not only will the raw data be analyzed by scientists but also "the test results that were once tightly held by chemical companies will suddenly be available to citizens and regulators across the globe."

The American Chemical Council and the State Department claimed that REACH would be "unworkable in its implementation, [would] disrupt global trade and adversely impact innovation."

According to Schapiro, those assertions have been vigorously disputed by the EU. The EU claimed that the costs of implementing the European regulatory approach would be offset over time by profits generated from safer alternatives and compare favourably to the billions it estimates would be saved in chemical-related health costs alone over the next three decades.

It seems that at least in Europe a new cost benefit analysis is being undertaken with the full social and economic costs of toxic substances to be incorporated into a new regulatory regime.

REACH will mean that in Europe scientists like Olivier and Graham will be able to work in the public interest independently of industry. Unfortunately for us, we have to eat, drink, breathe and take our medicine in North America. ■

1. http://www.thirteen.org/moyers/trading_democracy/sample.html

2. CCFA Monitor, November 1998.

Robert Chernomas is professor of economics at the University of Manitoba. He has published in both the academic and popular literature in the areas of macroeconomics, history of economic thought, health care economics, post-secondary education and social economic determinants of health. He has lectured in Canada, the United States, China, Africa and Europe. He is a former co-chair of the Alternative Federal Budget and is currently a board member of the Council of Canadians.

The views expressed are those of the author and not necessarily those of CAUT. Commentary is a regular feature of the Bulletin. Readers are invited to submit articles for publication. Contact Liza Duhaime, managing editor (lduhaime@caut.ca) for details. Commentary authors will be contacted only if their articles are accepted for publication.

Les auteurs reflètent l'opinion de leurs auteurs et pas nécessairement celle de l'ACPPU. Tribune libre est une chronique régulière du Bulletin. La rédaction invite les lecteurs à soumettre des articles. Veuillez vous renseigner auprès de Liza Duhaime, la rédactrice en chef (lduhaime@caut.ca) La rédaction communiquera avec les auteurs de commentaires si leurs articles sont acceptés pour la publication.

ÉCHOS

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■ ACCOUNTANCY — Concordia University, The John Molson School of Business, Concordia University invites applications for tenure-track positions in Accountancy at the rank of Assistant Professor or Associate Professor, effective 1 June 2006. A doctoral degree in Accountancy is required. Salaries are competitive and commensurate with qualifications and experience. These positions are subject to budgetary approval. The Department of Accountancy at the John Molson School of Business, Concordia University is located in exciting Montreal, Canada's best kept secret. The department has 27 full-time faculty members, one of the largest in the country, and has an established record in research and professional accounting education. Applicants should include a statement of purpose, curriculum vitae, copies of degrees and transcripts, evidence of teaching effectiveness, a summary of the research paper to be presented and three letters of reference. Apply by 1 February 2006 to Dr. Charles Oramin, Acting Chair, Department of Accountancy, John Molson School of Business, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec H3G 1M8, Canada. E-mail: adam@msb.concordia.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity.

■ ACCOUNTING — University of Waterloo, The School of Accounting invites applications for a tenure-track position in the area of financial accounting, to begin on 1 July 2006. The successful candidate will be given priority. The School is a leader in excellence in research and to build relationships in the broader corporate community, while maintaining a strong commitment to outstanding teaching. Candidates should be proven leaders in a professional, corporate, or academic setting, committed to teaching and research, and have strong interpersonal, communication, and motivational skills. Other desirable attributes include a commitment to professional education, knowledge of university culture, administrative competence, and a successful record of scholarship. The School is a Canadian leader in accounting education and research, with a record of service to the profession and academia. The School's scope is expanding, with new programs in financial management, computing and finance, and information systems assurance. Applications to our undergraduate cooperative education programs exceed 2,000 for approximately 215 places. The School also has highly successful Masters of Accounting, Taxation, and Finance programs, and a doctoral program that has produced outstanding accounting PhDs. New programs are scheduled for completion in 2007. More details about the University, the School, and the position are available from: accounting@uwaterloo.ca. The Selection Committee will begin reviewing applications immediately, but should receive all applications no later than January 9, 2006. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities. Send applications or nominations in confidence to: Professor R. Kerton, Dean, Faculty of Arts, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1; Fax: (519) 746-4147. For other communications, please contact Brenda Smith: bsmith@uwaterloo.ca.

■ ACCOUNTING — University of Windsor, The Odette School of Business at the University of Windsor invites applications for a tenure-track position at the assistant or associate rank and one 24-month limited-term position at the assistant rank in the area of Accounting commencing July 1, 2006. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Alan Conway, Dean, Odette School of Business, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519, 253 3000, Ext. 3091; Fax: 519 973 7073; Email: aconway@uwaterloo.ca. For information on the University of Windsor or the City of Windsor, contact Professor Brian M. Mazzi, Director, Faculty Recruitment at 877.665.6508 (toll free) within North America, call collect outside of North America at 519, 561.1432 or Email: ecout@uwaterloo.ca.

■ ANTHROPOLOGY — Saint Mary's University, The Department of Anthropology at Saint Mary's University invites applications for a tenure-track position at the rank of Assistant Professor starting 1 July 2006. The Department is seeking an individual with a research background in Socio-cultural Anthropology who is committed to excellence in undergraduate teaching. Applicants should have a PhD or be near completion. The successful candidate will be expected to teach ethnology and socio-cultural anthropology at the introductory level, to develop upper level courses in his/her area of specialization, and to contribute to curriculum development at departmental and institutional levels. Although the area of specialization is open, we particularly invite applications from individuals with research and teaching expertise relating to one or more of the interdisciplinary programs affiliated with Anthropology at Saint Mary's: Asian Studies, Atlantic Canada Studies, International Development Studies, Northern Studies. The Department of Anthropology has a strong research commitment to applied research, outreach activities and community-based partnerships. Applicants should submit a letter of application, a curriculum vitae, a teaching dossier including evidence of teaching effectiveness, a sample of recent scholarly writing, graduate school transcripts, and the names of three referees to: Dr. Stephen

Owais, Chairperson, Department of Anthropology, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Electronic applications may be submitted to Ms. Monica Lewis: monica.lewis@smu.ca. Review of applications will begin on 13 February 2006 and continue until the position is filled. Saint Mary's University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The mission of Saint Mary's University is to offer undergraduate, graduate, and continuing education programs to both full-time and part-time students; to carry out research and disseminate its results; and to serve the community at the local, regional, national, and international levels. In carrying out its mission, Saint Mary's is guided by a commitment to accessibility, diversity, and the provision of a positive and supportive learning environment. It attaches high priority to promoting the personal as well as intellectual development of students, to encouraging engagement with global issues, and to fostering the spirit of critical inquiry through the effective integration of teaching and research.

■ APPLIED HUMAN SCIENCES — Concordia University, The Department of Applied Human Sciences of Arts and Science display advertisement in this issue for LIA teaching positions in Applied Human Sciences.

■ APPLIED MATHEMATICS — University of Waterloo, The Department of Applied Mathematics, University of Waterloo, invites applications for a tenure-track faculty position in the area of mathematical modeling, to begin on 1 July 2006. Appointment at the Assistant Professor level is preferred, but exceptionally strong candidates would be considered for a more senior position. Salary will be commensurate with experience and research record. Current research in this area includes projects being carried out in collaboration with medical practitioners at Princess Margaret Hospital, which focus on the

development of mechanical models that accurately describe a variety of diseases and clinical conditions. Candidates should have enthusiasm for teaching at both the undergraduate and graduate level. Applicants should send a curriculum vitae (including a statement of research interests and teaching philosophy) and the names and addresses of at least three referees to: J. Wainwright, Chairperson, Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 (reference letters should not be sent at this stage). Screening of applications will begin on December 15, 2005, and the final deadline for receiving applications is January 15, 2006. Applications received after this date will be considered only if the position has not been filled. The Department of Applied Mathematics, together with the Departments of Combinatorics & Optimization, Pure Mathematics, Statistics & Actuarial Science and the School of Computer Science, form the Faculty of Mathematics, which is a major centre for research in the mathematical sciences. Further information about the Department may be obtained from our website at www.math.uwaterloo.ca/AM_Dep/index.html.

The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ APPLIED MATHEMATICS — University of Waterloo, The Department of Applied Mathematics, University of Waterloo, invites applications for a tenure-track faculty position in the field of computational mathematics, to begin on or after July 1, 2006. The position is at the Assistant Professor level, and salary will be commensurate with experience and research record (in exceptional cases, an appointment at a higher level may be possible). The primary area

of interest is numerical methods for PDEs, for example, stochastic PDEs, multiscale PDE modeling, and numerical linear algebra methods. Involvement in an area of application that overlaps with current activity in the department will be an advantage. Candidates should show evidence of outstanding potential in research and should have a strong mathematical background. We are looking for applicants with enthusiasm for teaching at both the undergraduate and graduate level and for the supervision of graduate students. Applicants should send a curriculum vitae (including a statement of research interests and teaching philosophy) and the names and addresses of at least three referees to: J. Wainwright, Chairperson, Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. The deadline for receiving applications is January 15, 2006. Applications received after this date will be considered only if the position has not been filled. The Department of Applied Mathematics, together with the Departments of Combinatorics & Optimization, Pure Mathematics, Statistics & Actuarial Science and the School of Computer Science, form the Faculty of Mathematics, which is a major centre for research in the mathematical sciences. It is expected that the successful applicant will play an active role in the new faculty-wide program in Computational Mathematics. Further information may be obtained at: www.math.uwaterloo.ca/AM_Dep/index.html and www.math.uwaterloo.ca/ComputationalMathematics. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. This appointment is subject to the availability of funds.

■ APPLIED MATHEMATICS — University of Waterloo, The Department of Applied Mathematics at the University of Waterloo invites applications for a Tier 2 Canada Research Chair in the area of theoretical or

computational neuroscience to begin 1 July 2006, or later. These prestigious chairs are intended for exceptional emerging researchers who have the potential to lead in their field (<http://www.chairs.gc.ca>). The position is at the Assistant or Associate Professor level. Rank and salary will be commensurate with experience and research record. Candidates should show evidence of an outstanding research program, should have a strong mathematical background, and demonstrate an active interest in biology, systems neuroscience, or cognitive neuroscience. The successful candidate will play a central role in the development of the Centre for Theoretical Neuroscience at the University of Waterloo. The centre will also be supported by a second Canada Research Chair. Applicants should send a curriculum vitae (including a statement of research interests and teaching philosophy) and the names and addresses of at least three referees to: J. Wainwright, Chair, Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 (reference letters should not be sent at this stage). Screening of applications will begin on October 15, 2005. The deadline for receiving applications is January 20, 2006. Applications received after this date will be considered only if the position has not been filled. The Department of Applied Mathematics, together with the Departments of Combinatorics & Optimization, Pure Mathematics, Statistics & Actuarial Science and the School of Computer Science, form the Faculty of Mathematics, which is a major centre for research in the mathematical sciences. Further information about the Department may be obtained from our website at www.math.uwaterloo.ca/AM_Dep/index.html. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

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Tenure Track Positions

Department of Electrical and Computer Engineering

The Department of Electrical and Computer Engineering (ECE) at Concordia University invites applications for several tenure-track positions at the level of Assistant, Associate or Full Professor with research and teaching expertise in one or more of the following areas: (a) Real-time software system design, modeling and validation, software architectures; (b) Software/Hardware co-design, embedded systems; (c) Programming languages and compilers; (d) Power electronics and applications in renewable energy resources; (e) Micro and nano-devices and processing technologies; (f) VLSI design and implementation with emphasis on high-performance and low-power applications; (g) RFIC design including CMOS/BiCMOS, RF power amplifiers, RF active filters and broadband transceivers.

The Department of ECE has 45 faculty complements specialized in areas of Communications, Control Systems, Computer Hardware, Electromagnetics, Integrated Circuits, Power Electronics, Signal Processing, and Software Engineering. Faculty members have established a Canadian and international reputation as experts in their respective fields and are spearheading R&D initiatives through their Research Centers of Excellence. ECE offers accredited undergraduate programs in Electrical and Computer Engineering. At the graduate level, MEng, MASc, and PhD programs are offered. Currently, there are about 1,150 undergraduate and 600 graduate students enrolled in the department.

The ECE department is located in the new state-of-the-art 19-storey high engineering building downtown Montreal. The city of Montreal has a population close to three million people and is one of the oldest cities in North America. Many ethno-cultural communities live side by side and help maintain a vibrant and cosmopolitan environment. Concerts, films, plays, art shows, and athletic events are plentiful. There is also a 1000-acre mountain in the heart of the city along with parks, jogging and bike paths. The city and its suburbs offer a wide choice of affordable housing. Within the city, there are 4 major universities and several hundred information technology and engineering firms.

The applicant should have a PhD degree in either Electrical/Computer Engineering or in a closely related area. The candidate will be required to obtain a professional engineering license from a Canadian province within a reasonable period of time after joining the Department. Knowledge of French would be an asset.

Applications should include a detailed curriculum vitae with a statement concerning teaching and research interests and names of at least three referees which must be sent to:

Dr. Yousef R. Shayan, Chair
Department of Electrical and Computer Engineering
Concordia University
1455 de Maisonneuve Boulevard West, Room S-EV005.139
Montreal, Quebec, H3G 1M8, Canada
Phone : (514) 848-2424 ext. 3076
Fax : (514) 848-2802
E-mail : kim@ece.concordia.ca

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity.

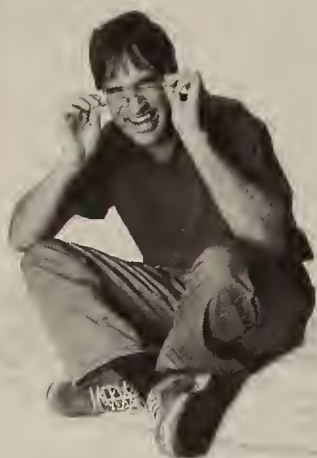


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Alain Leroux
Assistant Professor, Exercise Science



Concordia University's Faculty of Arts and Science

Grow with us!

Concordia's dynamic growth continues apace. Our student enrolment levels are the highest they have ever been. In less than a decade, the Faculty of Arts and Science has appointed more than 240 tenure-track professors: the most significant rebuilding of our professorial ranks in a generation. We are poised to appoint a large number of new professors again this year. As a transitional measure, we also expect to appoint a significant number of lecturers and assistant professors who will join our Faculty on full-time, limited-term appointments for the 2006-07 academic year.

The positions listed below are advertised subject to budgetary approval and need, and are full-time, limited-term appointments, beginning August 15, 2006 and ending May 31, 2007. Appointments will normally be at the rank of Lecturer or Assistant Professor. Candidates for all positions should hold a completed or nearly completed PhD, unless otherwise specified. Successful candidates will normally be

expected to teach three courses per semester. Under the provisions of the CUFA collective agreement, these positions may be renewed twice subject to continued need. Please forward all applications and questions to the appropriate department contact listed below each section. Review of applications will begin as they are received and will continue until all required positions have been filled.

Applications should consist of a letter of intent, a curriculum vitae, copies of recent publications, a statement of teaching interests, evidence of teaching effectiveness, if available, and three letters of reference. General questions about faculty hiring can be directed to Dr. David Graham, Dean of the Faculty of Arts and Science, telephone: (514) 848-2424, ext. 2081. Additional information about the Faculty of Arts and Science and about each department can be found at: <http://artsandscience1.concordia.ca>

There has never been a better time to join us. Please consider launching your career at Concordia.

THE DEPARTMENT OF APPLIED HUMAN SCIENCES

invites applications for up to four positions in one or more of the following areas: therapeutic recreation; leisure sciences; human systems intervention (undergraduate and graduate); and human relations. Applicants should have a PhD in recreation and leisure or related discipline for the first two positions. A PhD in a relevant social science discipline is required and advanced professional training in human relations and group process intervention is an asset for the third and fourth positions.

Dr. Varda Mann-Feder
Chair, Department of Applied Human Sciences
varda@alcar.concordia.ca

THE DEPARTMENT OF BIOLOGY

invites applications for one appointment in the area of cell and molecular biology. The successful candidate will be expected to teach in molecular biology and laboratory course sessions at the intermediate and advanced levels in genetics and cell biology in both the fall and winter terms. Applicants should have experience teaching cell and molecular biology courses.

Ms. Elaine Muise
Assistant to the Chair, Department of Biology
muise@vax2.concordia.ca

THE CENTRE FOR CANADIAN IRISH STUDIES

The Centre coordinates a multidisciplinary program and encourages applications from candidates with an interdisciplinary competence. See listings in English and History.

THE DEPARTMENT OF CLASSICS, MODERN LANGUAGES AND LINGUISTICS

Invites applications in the following areas:

- One appointment in Modern Standard Arabic Language and Culture. The successful candidate will be expected to teach undergraduate courses in introductory and intermediate Modern Standard Arabic. Teaching assignments may also include undergraduate courses in Arabic cultures and/or literature. The successful candidate will also be required to coordinate the administration of our recently-introduced Minor and Certificate programs in Modern Arabic Language and Culture.
- One appointment in Modern Mandarin Chinese Language and Culture. The successful candidate will be expected to teach undergraduate courses in introductory and intermediate Mandarin. Teaching assignments may also include undergraduate courses in Chinese business practices and contemporary Chinese literature. The successful candidate will also be required to coordinate the administration of our recently-introduced Minor and Certificate programs in Modern Chinese Language (Mandarin) and Culture.
- One appointment in Linguistic Theory. Applicants

must have a specialization in syntax/semantics, and a record of publications, and teaching experience. Courses will also include other areas of linguistics such as Romance linguistics, Language and Mind, and Introduction to Linguistics.

- One appointment in German. The successful candidate will be expected to teach undergraduate courses in modern German literature and/or cultures, as well as language at all undergraduate levels. Some administrative coordination may also be required.
- One appointment in Italian. Applicants should preferably have graduate training in Second Language Acquisition. Applicants must have a thorough knowledge of proficiency-oriented, communicative methods of second language instruction and familiarity with the use of technology. Teaching assignments include language courses at all undergraduate levels and Italian literature and/or culture. Some administrative coordination may also be required.
- One appointment in Spanish, in the area of Latin American literature and culture. Teaching assignments may include language courses at all undergraduate levels, including advanced grammar and syntax, translation and survey of literature.
- One appointment in the area of Computer Assisted Language Teaching (CALT). Applicants must have an MA or equivalent in German, Hispanic or Italian Studies and be functionally competent in at least one of the other languages. Requirements include experience in CALT. Responsibilities will include the teaching of language courses and, in conjunction with other faculty members, the development of extensive materials for use in the language laboratory.

Candidates for the language positions should possess native or near-native fluency in the language(s) to be taught and in English.

Dr. Bradley Nelsan
Chair, Department of Classics, Modern Languages and Linguistics
bnelsan@alcar.concordia.ca

THE DEPARTMENT OF COMMUNICATION STUDIES

invites applications for up to four positions. Applicants should be able to teach courses in at least two of the following areas: sound, multi-media, video, film, communication theory, rhetoric, and cultural theory.

Dr. Maurice Charland
Chair, Dept. of Communication Studies
charlan@vax2.concordia.ca

THE DEPARTMENT OF ECONOMICS

invites applications for up to four positions. Candidates should be capable of teaching undergraduate courses in some of the following areas: Introductory and Intermediate Theory, Statistics, Uses of Economic Data, Canadian

Economic Policy, International Trade and Finance, and Econometrics.

Dr. William Sims
Chair, Department of Economics
ecconl@alcar.concordia.ca

THE DEPARTMENT OF EDUCATION

invites applications in the following areas:

- One position in Teaching English as a Second Language (TESL)/Applied Linguistics. The candidate should have experience in graduate and undergraduate teaching in at least two of the following areas: research methods, language testing and language acquisition. A record of publications and conference presentations and functional knowledge of French are assets. Exceptionally qualified applicants with an MA in TESL/Applied Linguistics or a related field will also be considered.
- One position in Teaching English as a Second Language (TESL)/Applied Linguistics. Preference will be given to applicants with expertise in the area of language teaching methodology (including pedagogical grammar). The preferred candidate will also have expertise in the areas of classroom-based second language acquisition and language testing. Knowledge of French and familiarity with English as a Second Language school programs in Quebec are assets. Exceptionally qualified applicants with an MA in TESL/Applied Linguistics or a related field will also be considered. A record of publications, conference presentations and workshops is desirable.
- One appointment in the field of Educational Technology. Applicants must be able to teach in the areas of e-learning, multi-media design and development, and distance education; plus one or more of the following areas: educational computing; research methods; cognitive sciences; usability and formative evaluation. Knowledge of French is an asset.
- Two positions in the field of English as a Second Language (ESL). Applicants must have extensive experience in teaching English as a Second Language, including English for academic purposes in a university or college setting, as well as demonstrated expertise in developing teaching materials and a willingness to participate in curriculum development. Applicants must hold a graduate degree in TESL, Applied Linguistics or a related field and must show evidence of having undergone training in Teaching English as a Second Language. Preference will be given to applicants who have a research program investigating issues related to academic writing.
- Up to three positions in Early Childhood and Elementary Education (ECE). Preferred candidates should have a Ph.D. in Early Childhood Education, Curriculum and Instruction, Special Education, Educational Psychology, or related field, and be

CAREERS CARRIÈRES

qualified to teach undergraduate and graduate courses in one or more of the following areas:

- Position 1. Kindergarten, primary, or elementary classroom teaching and learning; special needs and inclusive education; research-based reading and language arts pedagogy; language and literacy.
- Position 2. Child development; psychology of education; diversity; child and family; social policy; inclusive education; graduate research methods.
- Position 3. Socialization; gender issues; sex role socialization; history and philosophy of early childhood education.

Preferred candidates must have an excellent command of English. A record of publications, conference presentations, and research grants is desirable. A teaching certificate, previous experience as a classroom teacher, and a working knowledge of French are assets.

Prof. Ellen Jacobs
Chair, Department of Education
jacobs@vox2.concordia.ca

THE DEPARTMENT OF ENGLISH

invites applications for up to ten appointments in the following areas:

- Candidates for the position in Postcolonial literature should have competence across the field. Experience in a second area is desirable.
- Candidates for the position in Nineteenth century literature should have competence in all areas of nineteenth century writing. Experience in a second area is desirable.
- Candidates for the position in Canadian literature should have competence in all periods of Canadian literature and should be able to teach modern and contemporary Canadian poetry as well as fiction.
- Candidates for the position in English Renaissance literature should have competence in all areas of sixteenth and seventeenth century English literature, including non-dramatic literature, Renaissance drama, and Shakespeare.
- Candidates for the position in Eighteenth Century British literature should have competence in all areas of Eighteenth century British literature.
- Candidates in the area of Irish writing should have competence across the field. An interdisciplinary focus is an asset.
- Candidates for the positions in Composition (up to four positions) should possess a graduate degree in Literature or Rhetoric. Considerable experience teaching university-level composition courses is a requirement; experience teaching Professional Writing courses is an asset.

Please send applications by mail in "hard copy" format. In addition to the required documents listed in the introductory section, candidates should send a writing sample to:

Dr. Marcie Frank,
Chair, Department of English,

LE DÉPARTEMENT D'ÉTUDES FRANÇAISES

solicite des candidatures à un poste éventuel à durée déterminée, en enseignement du français. Les qualifications recherchées sont un doctorat ou une maîtrise en linguistique ou en didactique du français (langue seconde ou maternelle), et une compétence en rédaction professionnelle. La connaissance de la nouvelle grammaire et de l'expérience en enseignement universitaire seraient des atouts.

La ou le candidat retenu enseignera au premier cycle, travaillera en équipe et participera ponctuellement à l'administration des programmes.

Mansieur Olivier Dyens
Directeur du Département d'études françaises
adyens@alcor.concordia.ca

THE DEPARTMENT OF HISTORY

invites applications for one appointment in Irish or Irish-Canadian History. The successful candidate will be expected to teach undergraduate courses in Irish and/or Irish-Canadian history, as well as courses in European or Canadian history.

Dr. Graham Carr
Associate Professor and Chair
Department of History
histjobs@alcor.concordia.ca
tel: 514-848-2424, ext. 2414

HISTORY AND PHILOSOPHY OF SCIENCE

The Faculty invites applications for one position. The successful candidate will teach in the following academic units: Department of Philosophy, Science College and

Liberal Arts College. Philosophy offers Honours, Major and Minor programs toward Bachelors and Masters degrees; Science College offers a special program for particularly talented and motivated students in the sciences and Liberal Arts College offers a Great Books core curriculum in Western Society and Culture. Applicants' degree should be in the area of history and philosophy of science, have some publications, and some teaching experience with class lecturing and seminar style teaching and the ability to teach Philosophy of Science courses to undergraduates who have different amounts of background in the sciences – from very little to a fair amount and thus design the different courses appropriately.

Dr. Christopher Gray
Chair, Department of Philosophy
graycb@alcor.concordia.ca

THE DEPARTMENT OF JOURNALISM

invites applications for up to three appointments in the areas of Computer-Assisted Reporting (teaching computer applications, on-line and desk-top publishing), Broadcast Journalism (teaching radio and television workshops), Print Journalism (teaching reporting, writing and copy editing), and Theory and Social Issues (teaching courses which critically analyze journalism practice from a range of perspectives). The ideal candidates for all positions would have at least five years of relevant professional experience, prior university level teaching experience and a graduate degree in a related field.

Dr. Enn Raudsepp
Director, Journalism Department
roudhen@vox2.concordia.ca

LIBERAL ARTS COLLEGE

Our undergraduate Liberal Arts College invites applications for up to two positions in its multi-disciplinary Great Books core curriculum in Western Society and Culture. Candidates are required for teaching positions in the following areas of the curriculum:

- Structure and Dynamics of Western Civilization seminars, which cover biblical and classical antiquity through to the present. These courses include materials in history, philosophy, classics, religion, and political theory, and incorporate weekly lectures.
- Modes of Expression and Interpretation seminars, which cover biblical and classical antiquity through to the present. These courses include materials in English and comparative literature, classics, philosophy, and religion, with an emphasis on the literary tradition.

The College privileges excellent teaching in a strongly collegial atmosphere. The ideal candidate, for each position, will be rooted in a discipline, experienced in teaching great books, and will have the range of competence to handle the diverse materials of College seminars, which are outlined in our website:

http://artsandscience.concordia.ca/liberal_arts_college/
Dr. Geoffrey Fidler
Acting Principal, Liberal Arts College
gfidler01@sympatica.ca (inquiries only)

THE DEPARTMENT OF MATHEMATICS & STATISTICS

is seeking applications for up to four appointments to teach courses in areas that include: Analysis, Numerical Analysis, Dynamical Systems, Optimization, Probability and Statistics.

Dr. Professor Y.P. Choubey
Chair, Department of Mathematics and Statistics
chair@mathstat.concordia.ca

THE DEPARTMENT OF POLITICAL SCIENCE

seeks candidates for four Limited Term Appointment (LTA) and one Extended Term Appointment (ETA). For the LTAs, teaching experience and demonstrated research accomplishments are sought in the following subfields: comparative politics, international relations, and political theory. For the ETA, we seek a candidate with extensive experience in undergraduate student advising as well as demonstrated teaching and research expertise in comparative politics.

Dr. Peter Staett
Chair, Department of Political Science
pstaett@alcor.concordia.ca

THE DEPARTMENT OF PSYCHOLOGY

Applications are invited for up to nine appointments. Teaching responsibilities will include a combination of two or three of the following areas: historical, introductory, statistics, cognition, motivation, perception, personality, developmental, abnormal and social

psychology. Although limited term appointments are primarily teaching positions, there are still opportunities for research collaborations with the department's 38 tenure track faculty. Among the department's many active research programs are two major research centres: the Centre for Research in Human Development and the Centre for Studies in Behavioural Neurobiology.

We encourage candidates to submit their applications by March 1, 2006 to:

Dr. June Chaikelsan
Chair, Department of Psychology
psych@vox2.concordia.ca

THE DEPARTMENT OF RELIGION

invites applications for up to four appointments in the following areas:

- Candidates for the Christianity position should have particular expertise in the social and/or cultural history of Christianity, although the precise historical period of specialization (and relevant linguistic and methodological competence) is open. Applicants should hold a doctorate in the study of Christianity or Religion, and have teaching experience. The ability to teach another religious tradition, and women and religion, will be considered an asset.
- Candidates for the Hindu Studies position should have expertise in both the religious and philosophical aspects of the Hindu tradition, and familiarity with Hinduism through out the whole range of its historical development. Knowledge of the texts and relevant language proficiency are required. Familiarity with the comparative study of religions will be considered an asset.
- Candidates for the position in Islam should have a solid background in the historical and religious traditions of Islam. Knowledge of the sacred texts and relevant appropriate language proficiency are required. Familiarity with another religious tradition, with the comparative study of religion and with the study of gender in Islam will be considered an asset.
- Candidates for the position in Judaic Studies should hold a doctorate in Judaic Studies or Religion. Candidates should have expertise in the social and/or cultural history of Judaism, with the appropriate text and language skills. The ability to teach in the areas of Christianity, and women and religion, will be considered an asset.

We encourage candidates to submit their applications by March 1, 2006 to:

Prof. Narma Joseph,
Chair, Department of Religion
Tel: (514) 848-2424 ext. 2065
religion@vox2.concordia.ca

THE DEPARTMENT OF SOCIOLOGY AND ANTHROPOLOGY

invites applications for up to five appointments in Sociology. We are particularly interested in candidates with teaching and research strengths in one or more of the following areas:

Introduction to Sociology; race and ethnic relations; classical theory; contemporary theory; sociology of culture, cultural theory and/or popular culture; crime and deviance; juvenile crime and delinquency; social problems; sociology statistics and methodology;

The department also invites applications for up to two appointments in Anthropology. We are particularly interested in candidates with teaching and research strengths in one or the following areas: Introduction to culture; theories of identity; European anthropological theory; American anthropological theory; symbolic anthropology; ethnographic writing.
Dr. Christine Jaurdan
Chair, Department of Sociology and Anthropology
jaurdan@vox2.concordia.ca



Svetla Kamenova
Lecturer, Études françaises



Concordia
UNIVERSITY

Montreal, Quebec, Canada

www.concordia.ca

All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. Concordia University is committed to employment equity.

1455 de Maisonneuve Blvd. W., Montreal (Quebec) H3G 1M8

CAREERS CARRIÈRES

LAURIER
Wilfrid Laurier University

WLU strives to be a diverse, personal, and supportive community. We have the following opportunity...

Dean of Graduate Studies

Wilfrid Laurier University invites applications and nominations for the position of Dean of Graduate Studies, effective July 1, 2006.

Laurier offers 14 master's and 8 PhD degrees currently, some of these jointly with the University of Waterloo and/or Guelph, with new programs being added on average at the rate of two per year. In addition, there are several graduate degrees offered by Waterloo Lutheran Seminary, a federated theological college. The next five-year period is anticipated to be one of considerable graduate enrolment growth.

Located in Kitchener-Waterloo, Ontario (with a combined population of nearly 300,000), Wilfrid Laurier University provides undergraduate programs to some 11,200 full-time and 1,900 part-time students, and graduate programs to some 560 full-time and 500 part-time students. Laurier is significantly increasing its research intensity and broadening its range of graduate programs. It has three nationally recognized professional graduate programs existing side by side with expanding graduate programs in Arts and Science. It offers a unique experience, including the opportunity to pursue research and scholarly interests in a personalized environment that fosters a high standard of academic excellence. WLU is organized into six faculties: Arts, Business and Economics, Music, Science, Social Work and Graduate Studies, with another campus at Brantford offering an innovative range of interdisciplinary undergraduate programs.

The Dean of Graduate Studies will play a vital role in the growth and development of Graduate Studies at Wilfrid Laurier University. The Dean provides leadership within the university for graduate programs, and for the strategic planning and management of graduate enrolment. Additional information may be found at <http://www.wlu.ca> on the webpage for the Vice-President: Academic. Decanal appointments are for five-year periods and are renewable.

Applications and nominations, together with a cover letter, current curriculum vitae and the names of three referees, should be forwarded by January 31, 2006 to Dr. Sue Horton, Vice-President Academic, Chair, Search Committee, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario N2L 3C5. Electronic versions (which must be followed-up with a hard copy) may be sent to dthayer@wlu.ca, with the subject line: Dean of Graduate Studies. Initial consideration of applications will commence by February 1, 2006. However, applications will continue to be accepted until the position has been filled.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be considered first for the position. Wilfrid Laurier University is committed to equity and cultural diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority.



www.wlu.ca

■ **ARABIC** – Concordia University. Please refer to the Concordia University Faculty of Arts and Science display advertisement in this issue for LIA teaching positions in Arabic.
■ **ART** – Queen's University. Queen's University at Kingston invites applications from outstanding scholars for a tenured position as Head of the Department of Art, effective July 1, 2006. The department offers a challenging mix of undergraduate and graduate degree programs. In addition to offering a BA plus the BAH, MA, and PhD in art history, the program includes Canada's only Masters of Art Conservation. The successful candidate will have a compelling vision for the department's future, outstanding leadership skills and an exceptional record of teaching, scholarship, and administration. The individual selected will have scholarly areas of interest that complement and extend the department's recognized strengths. Sixteen thousand full-time students attend Queen's and the university offers a comprehensive range of degrees and programs of study including arts and science, commerce, applied science, law and medicine. In addition to an excellent research library, the campus is home to the Agnes Etherington Art Centre, one of Ontario's leading galleries and home to Canada's fourth Rembrandt, and is adjacent to Kingston's lively downtown historic district. Situated midway between Toronto and Montreal, Kingston affords an appealing mix of small town life with broader cosmopolitan opportunities. The university invites applications from all qualified individuals. Queen's is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. The academic staff at Queen's are bilingual. A collective agreement between QUA and the University which is posted at <http://www.queensu.ca/qua>. The position will be July 1, 2006, and the appointment will be at the rank of Professor, with salary commensurate with qualifications and experience. Letters of application, curriculum vitae, sample publications, and letters of three referees should be directed to Dr. James G. Lerner, Chair, Academic Search Committee, Headship of the Department of Art, Faculty of Arts and Science, Queen's University, Kingston, Ontario, K7L 3N6. Applications will be received until 28 February 2006.

■ **ART HISTORY** – Concordia University. The Chair and Stephen A. Janszowski Institute for Studies in Canadian Art, founded in 1998, invites applications for a Director to serve as the Chair and Stephen A. Janszowski Institute for Studies in Canadian Art. The Director will be an outstanding senior scholar in Canadian visual culture with a strong record of teaching and research. The responsibilities of the Director are to establish research initiatives to promote scholarship in Canadian art history of the past and present and to engage in a broad and ongoing dialogue with educational, museum and cultural institutions dedicated to studies in the visual arts of Canada. As part of the mandate, the Director will develop research priorities and objectives to facilitate a

range of activities appropriate to the diverse nature of the Canadian art community. The Institute and its fellows, drawn from across the country, supports research projects on Canadian art in order to broaden its understanding at all levels of society. Such initiatives include the publishing of monographs, journals and research instruments. The Institute also strongly encourages projects utilizing electronic and image based technologies such as video, film, internet, and CD formats. The Institute seeks to collaborate with other educational and cultural institutions as well as the private sector from both the national and international communities. The Institute is located in the new Integrated Engineering, Computer Science and Visual Arts Complex, and is associated with the Department of Art History of the Faculty of Fine Arts, Concordia University. The Institute houses a Documentation Centre that collects and makes accessible a range of research materials and electronic media relating to Canadian art. The Director is assisted by an Administrator. The Director's term is to commence June 1, 2006. The appointment is normally for a five-year term. As the Institute functions within a bilingual community, fluency in English and French is required. Applicants should submit a full curriculum vitae, a one-page summary of academic, research and administrative experience, and the names and addresses of three potential referees. Applications must be sent by March 1st to the attention of Dr. Lerner, Chair, Department of Art History, CV 3819, Concordia University, 1455 de Maisonneuve West, Montreal, Quebec, H3G 1M8. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Concordia University is committed to employment equity.

■ **ASTRONOMY & PHYSICS** – Saint Mary's University. The Department of Astronomy and Physics at Saint Mary's University seeks to hire at least one observational astronomer, commencing a new process that we are currently in. We replace two retirements over the next two years. Appointments are normally at the assistant professor level, although exceptional candidates may be considered at a more senior rank. The Department encourages applications from candidates who are interested in all areas of observational astronomy. We are especially interested in applications whose interests are synergistic with the Canadian Astronomy Community's long range plan (see <http://www.casca.ca/rpl/>), and who would make use of one or more of Canada's present and future national and international observational facilities, such as CFHT, JCMT, Gemini, ALMA, NGST, SKA, and VLBT. As detailed in a separate advertisement, the Department is also seeking a candidate for a Tier II Canada Research Chair in Computational Astrophysics. We would therefore welcome applications from groups of individuals who could forge strong collaborations between the observational and computational communities of the Department. The Department consists of eleven NSERC-funded faculty members, each with active research efforts in one of the following areas: observational astronomy; theoretical and computational astrophysics; and theoretical and ex-

perimental subatomic physics. In 2001 the Institute for Computational Astrophysics (ICA) was formed as one of Saint Mary's strategic research initiatives, resulting in the appointment of both a Tier I and Tier II Canada Research Chair and one regular faculty position. The University is one of four host sites for ACEnet, the CFHednet Atlantic Computational Excellence network for high-performance computing. Further information on the Department's activities and interests can be found on the Department's website www.smu.ca. The Department offers both MSc and PhD degrees in astronomy, as well as an undergraduate astrophysics program. Saint Mary's is committed to excellence in undergraduate and graduate teaching, and the Department seeks candidates with experience and enthusiasm for teaching as well as those who can establish a vigorous research program capable of involving both graduate and undergraduate students. The deadline for applications is January 30, 2006. Interviews of short-listed candidates would commence in February. Please submit your CV along with a statement of research interests, a statement on teaching (e.g. experience, interests and philosophy), and the names and addresses of three referees to: Chair, Search Committee, Observational Astronomy, Department of Astronomy and Physics, Saint Mary's University, Halifax, NS, B3H 3C3, fax: (902) 496-8218; web: www.smu.ca; email: facultysearch@smu.ca. While this advertisement is directed in the first instance to Canadian citizens and permanent residents, all qualified candidates are strongly encouraged to apply. Saint Mary's University is committed to principles of employment equity.

■ **BIOCHEMISTRY** – Wilfrid Laurier University. The Department of Chemistry at Wilfrid Laurier University invites applications for a tenure-track appointment. We are seeking appointments in any area of biochemistry, at the rank of Assistant Professor, effective July 1, 2006, subject to budgetary approval. Preference will be given to candidates with expertise in bioanalytical chemistry or biotechnology. Applicants should have a PhD, postdoctoral experience, and will be expected to provide evidence of excellence in teaching. Tenure track candidates will be expected to have an active research program with strong potential for external funding. The Department currently offers Honours BSc degrees in both Chemistry and Biochemistry, and plans to develop a graduate program. More information is available at <http://www.wlu.ca/sci/chem/biochem/>. Applicants should send a full curriculum vitae, a teaching dossier including teaching experience, interests and teaching philosophy, a two-page outline of research interests and a brief research proposal, and arrange to have three letters of reference sent to: Dr. Ian Hamilton, Chair, Department of Chemistry, Wilfrid Laurier University, Waterloo, Ontario, Canada, N2L 3C5 (email: ihamilton@wlu.ca). Review of applications will begin on March 1, 2006, and continue until the positions are filled. Wilfrid Laurier University is com-



uOttawa

L'Université canadienne
Canada's university

Située au cœur de la capitale nationale, à proximité des grands établissements nationaux, l'Université d'Ottawa est une institution véritablement sans égal. Ses quelque 32 000 étudiants baignent dans un intense et vibrant milieu de recherche où culture et sciences se marient comme nulle part ailleurs (Bibliothèque et Archives nationales, Conseil national de recherches, Centre national des Arts, musées nationaux, ambassades et services culturels étrangers, etc.). Ici, c'est dans un environnement bilingue que fleurissent en abondance la créativité et l'innovation.

The University of Ottawa is an exceptional institution located in the heart of the national capital, a short distance from major national institutions. More than 32,000 students live in a dynamic research-intensive environment characterized by an exceptional cultural and scientific setting (National Library, National Archives, National Research Council, National Arts Centre, national museums, embassies and foreign cultural services, etc.) where creativity and innovation flourish.

Professeurs adjoints

Le département de biologie de l'Université d'Ottawa invite les candidatures pour deux postes menant à la permanence. Un poste est ouvert aux candidat(e)s œuvrant dans les domaines de la biologie cellulaire – moléculaire ou de la microbiologie. On encourage particulièrement les candidatures venant d'individus utilisant des techniques avancées en microscopie et analyse d'images. Le second poste est ouvert aux candidat(e)s œuvrant dans tout domaine de la biologie. Les nominations seront normalement effectuées au rang de professeur adjoint; toutefois, les candidat(e)s de rang plus élevé peuvent être considérés. Les personnes sélectionnées se joindront à un département offrant un milieu dynamique de recherche (<http://www.bio.uottawa.ca/ra/bienvenue.php>) en bioinformatique, biologie cellulaire – moléculaire, physiologie, écologie et évolution. Le département est aussi le lieu d'initiatives multidisciplinaires rendues possibles grâce aux laboratoires du Centre de recherche avancée en génomique environnementale (<http://www.careg.uottawa.ca/>).

Les personnes sélectionnées participeront aux programmes d'enseignement de premier cycle et des cycles supérieurs en biologie, en sciences biopharmaceutiques et/ou en sciences de l'environnement. Vous devez posséder un diplôme universitaire de troisième cycle et un programme de recherche important et indépendant dans un des domaines mentionnés ci-dessus. L'Université d'Ottawa est la plus importante université bilingue en Amérique du Nord et la préférence sera donc donnée aux candidat(e)s capables d'enseigner en français et en anglais. Les personnes intéressées à poser leur candidature doivent faire parvenir une description de leurs intérêts en recherche et en enseignement, leur curriculum vitae et le nom de quatre personnes pouvant fournir une lettre de recommandation avant le 15 janvier 2006 au Comité de sélection, Département de biologie, Université d'Ottawa, C.P. 450, succursale A, Ottawa (Ontario) K1N 6N5 Canada. Télécopieur : (613) 562-5486

www.uOttawa.ca

Conformément aux exigences d'immigration Canado, toutes les personnes qualifiées sont invitées à postuler; la priorité est toutefois accordée aux citoyens canadiens et aux résidents permanents. L'Université d'Ottawa soutient en outre à l'équité d'emploi et encourage donc fortement les femmes, les autochtones, les membres des minorités visibles et les personnes handicapées à poser leur candidature.

Assistant Professors

The Department of Biology, University of Ottawa, invites applications for two tenure-track positions. One position is in the area of cellular/molecular biology or microbiology. Candidates who use advanced microscopy/imaging techniques in their research are particularly encouraged to apply. A second position will be open to candidates in any area of Biology. Appointments will normally be at the Assistant Professor level, but applications from candidates at higher ranks may be considered. You will be joining a vibrant, research-intensive Department (<http://www.bio.uottawa.ca/eng/welcome.php>) with strengths in bio-informatics, cellular/molecular biology, physiology, ecology and evolution. The Department is also home to interdisciplinary initiatives provided through the laboratory facilities of the Center for Advanced Research in Environmental Genomics (<http://www.careg.uottawa.ca/>).

The successful candidates will participate in undergraduate and graduate teaching programs in Biology, Biopharmaceutical Sciences and/or Environmental Sciences. Candidates must have a PhD and a proven research record in one of the above research areas. The University of Ottawa is North America's largest bilingual university and thus preference will be given to individuals capable of teaching in both English and French. Applicants should send a description of their proposed research and teaching interests, as well as a curriculum vitae and the names of four referees, before January 15, 2006, to: Search Committee, Department of Biology, University of Ottawa, Box 450, Station A, Ottawa, Ontario K1N 6N5 Canada. Fax: (613) 562-5486.

www.uOttawa.ca

In accordance with Immigration Canada regulations, all qualified individuals are invited to apply; however, preference is given to both Canadian citizens and permanent residents. The University of Ottawa also has an employment equity policy. We therefore strongly encourage women, Aboriginal peoples, members of visible minorities and persons with disabilities to apply.



CAREERS CARRIÈRES

mitted to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

BIOLOGY – University of Waterloo. The Department of Biology at the University of Waterloo invites applications for a tenure track position at the Assistant or Associate Professor level in Environmental Microbiology. The Department of Biology is strongly committed to excellence in research, and both undergraduate and graduate teaching. Applicants must have a PhD, and will likely have post-doctoral experience, and be expected to establish an active externally funded research program. We are interested in candidates with a strong background in any aspect of Environmental Microbiology who use molecular, genomic and/or biochemical approaches in their research. Candidates should be committed to both enthusiastic teaching and innovative research. Salary will be commensurate with qualifications and experience. Applicants should send their curriculum vitae, names and addresses of three individuals willing to furnish letters of reference, and a 1-2 page outline of their proposed research program to: The Chair, Department of Biology, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. This information may also be sent to: Ms. Gini Ivan-Roth, Secretary to the Chair in Biology at: gini.ivan-roth@utoronto.ca. The closing date for applications is March 15, 2006. Ideally, the successful applicant will start between September 2006 and January 2007. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. We also encourage applicants who have had career delays associated with family responsibilities. Additional information about the Department is available at: <http://www.science.uwaterloo.ca/departments/biology/index.html>.

BIOLOGY – Dalhousie University. The Department of Biology at Dalhousie University invites applications for a full-time, permanent tenure-track position at the rank of Assistant Professor in Marine Invertebrate Biology. The appointment will be effective July 1st, 2006. Dalhousie University has a focus on ocean science, with superb seawater facilities, an active scientific discipline, and an undergraduate and graduate programme in marine biology. The candidate must have a PhD degree, should have post-doctoral experience, and demonstrated excellent research potential and clear teaching ability. The successful candidate will be expected to develop an externally funded research program, teach introductory intro-

tebrate biology and biodiversity, develop advanced classes in their area of expertise, and supervise honours students and graduate students at MSc and PhD levels. Applications, including curriculum vitae, statement of research and teaching interests, and letters from three referees, may be submitted in confidence to: Dr. Alan Pinder, Chair of Invertebrate Biologist Search Committee, Department of Biology, Dalhousie University, Halifax, NS, B3H 4J1, Canada. All correspondence will be acknowledged. Applications will be accepted until February 15. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Equal Opportunity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with disabilities, racially visible persons, and women.

BIOLOGY – Carleton University. The Department of Biology at Carleton University invites applications for two tenure-track faculty positions at the rank of Assistant Professor. The positions are in: (1) Animal Physiology or Biochemistry, and (2) Microbiology or Virology. These positions are to commence on July 1, 2006. The Animal Physiology/Biochemistry position will be cross-appointed with the Institute of Biochemistry. Applicants should have a PhD degree and demonstrated expertise in an appropriate area of animal physiology/biochemistry or microbiology/virology. Successful candidates will be expected to develop and teach undergraduate and graduate courses, to establish an externally funded, independent research program, and to contribute to graduate and undergraduate training. The Biology Department has existing strengths in molecular and cell biology, genetics, physiology, and ecology and evolution. We are expanding our faculty based on a foundation of existing faculty strengths and augmented by new investments to strengthen the breadth and quality of research pursued in our Department. Excellent opportunities exist in the Ottawa region for collaborative work with government laboratories in agriculture, health, environment, wildlife biology, and biotechnology, among others. In addition, the Department has close links in teaching and research through a joint graduate program with the Department of Biology at the University of Ottawa. These positions are subject to final budgetary approval. The deadline for receipt of applications is January 31, 2006. Applicants should clearly indicate which position(s) they are applying for in a cover letter, and should send curriculum vitae, brief descriptions of research plans and teaching interests, three recent pub-

Muscle Physiologist

Assistant Professor in Exercise Physiology

School of Physical & Health Education



The School of Physical and Health Education at Queen's University, Kingston invites applications for a tenure track position at the rank of Assistant Professor beginning July 1, 2006. The School is seeking an innovative researcher and committed teacher who, through demonstrated excellence or potential in both teaching and scholarship, will contribute to the strength and depth of the exercise physiology component of the School. Applications are invited from scientists whose interests focus on the area of skeletal muscle physiology as it relates to exercise and/or health and disease. Current undergraduate course offerings include physiology-based teaching units in the following areas: basic exercise physiology, fitness testing and lifestyle counseling, clinical exercise physiology, conditioning of athletes, nutritional aspects of sport and health promotion, aging and human growth and development. The successful candidate should be able to develop and teach a course in skeletal muscle biochemistry and/or contractile function as it relates to exercise and/or health and disease at both the undergraduate and graduate level. It is also expected that the successful candidate will develop and independent research program and contribute to the School's collaborative research activities. All candidates should hold a Ph.D. degree and have experience teaching at the university level. Salary will be commensurate with qualifications and experience.

Applications will be accepted until **07 February 2006** or until a suitable candidate is identified. Applicants should submit a letter of application that includes a description of their research direction and teaching philosophy; a curriculum vitae including scholarly productivity and external funding as well as evidence of undergraduate teaching experience. Applicants should also arrange to have letters of reference from three reviewers supporting both teaching and research potential sent to: **Dr. Janice Deakin, Director, School of Physical and Health Education, Queen's University, Kingston, Ontario Canada K7L 3N6.** Tel: (613) 533-6601; Fax: (613) 533-2009; E-mail: deakinj@post.queensu.ca.

All qualified candidates are encouraged to apply; however Canadian citizens and Permanent Residents will be given priority. Queen's is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. Academic staff at Queen's University are governed by a Collective Agreement between the Queen's University Faculty Association and the University which is posted at <http://www.queensu.ca/ufa>.



QUEEN'S UNIVERSITY, KINGSTON, ONTARIO

www.queensu.ca



Saint Mary's University

Halifax, Nova Scotia, Canada

Canada Research Chair (Tier II)

Computational Astrophysics

The Department of Astronomy and Physics invites applications for a tenure-track faculty position in any area of computational astrophysics. The successful candidate will be nominated for a Tier II Canada Research Chair (CRC) and, if successful, appointed to a tenure-track position (normally at the Associate Professor rank) with salary commensurate with experience. Tier II CRCs are awarded to individuals within 10 years of their Ph.D. and targeted at emerging leaders in their fields, capable of maintaining a vigorous, independent, externally funded research program (see www.chairs.gc.ca for details). Tier II CRCs have a teaching load of one course/term and may use most of the funds from the CRC award not used for salary and benefits to support their research activities. The successful candidate would also be a member of the Institute for Computational Astrophysics (ICA) within the Department of Astronomy and Physics.

As detailed in a separate advertisement, the Department is also seeking to fill two positions in observational astronomy over the next two years to replace regularly scheduled retirements. We would therefore welcome applications from groups of individuals who could forge strong collaborations between the observational and computational components of the Department.

The University has identified computational astrophysics as one of its strategic research initiatives and accordingly allocated to the Department two CRCs (this position and a Tier I chair) and one regular faculty position to form the ICA (www.ap.smu.ca/ica) in 2001. As one of five faculty members of the ICA, the successful candidate would play an active role in the Institute helping to organize meetings, successfully utilize funds for PhDs and graduate students, and participate in ongoing ICA initiatives at the national level to maintain the quality of the computational resources available to the ICA through its participation in ACEnet, the CFI-funded Atlantic Computational Excellence network for high-performance computing, which will install supercomputing and state-of-the-art visualization resources on campus within a year.

The Department consists of eleven NSERC-funded faculty members, all with active research efforts in observational astronomy, theoretical and computational astrophysics, and theoretical and experimental subatomic physics. The Department offers both M.Sc. and Ph.D. degrees in astronomy, as well as an undergraduate astrophysics program. For a more complete account of departmental activities, see www.ap.smu.ca.

The deadline for applications is **January 30, 2006**. Interviews of short-listed candidates will commence in February. Please submit your CV along with a statement of research interests, a research proposal (maximum of five pages) for the purpose of the CRC nomination, and the names and addresses of four referees to:

Chair, Search Committee – Tier II CRC
Department of Astronomy and Physics
Saint Mary's University, Halifax NS B3H 3C3
Fax: (902) 496-8218
Web: www.ap.smu.ca
Email: CRCsearch@ap.smu.ca

Please note that CRC holders need not be Canadian citizens nor permanent residents of Canada. Saint Mary's University is committed to the principles of employment equity.

www.smu.ca



ASSISTANT PROFESSOR

Department of Computer Science

The Department of Computer Science at Memorial University of Newfoundland has embarked on a multi-year expansion and renewal program. The department currently has 20 tenure or tenure-track faculty members and supports M.Sc., Ph.D. and collaborative graduate programs. For more details, see <http://www.cs.mun.ca>.

Applications are invited for a tenure-track position, starting no later than September 1, 2006. Appointment is normally made at the level of Assistant Professor. A Ph.D. in Computer Science, Computer Engineering or related field is required at the time of appointment.

Areas of particular interest are **High-Performance Reconfigurable Computing and Embedded Systems**. Applicants are expected to possess a strong research record with outstanding promise for future research, and to demonstrate the potential for excellent undergraduate and graduate teaching. The department is looking to increase its linkage with other units of the university, particularly with the Faculty of Engineering. Interdisciplinary work and the potential of collaboration with current department members will be an asset.

Review of applications will begin **February 1, 2006**, and continue until a suitable candidate has been identified. Applicants should submit a Curriculum Vitae, a description of research interests and academic goals, a description of their teaching interests, experiences and philosophy, and a maximum of three selected (preprints of) publications. The application should be accompanied by a list, including phone number and email address, of at least three referees of international standing willing to provide letters of recommendation. All material should be sent with reference position **VPA-COSC-2005-003** to:

Dr. Wolfgang Banzhaf, Head
Department of Computer Science
Memorial University of Newfoundland
St. John's, NL, Canada, A1B 3X5
Email: chair@cs.mun.ca

Memorial University is the largest university in Atlantic Canada. As the Province's only university, Memorial plays an integral role in the educational and cultural life of the Province of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning. St. John's is a very safe and friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Partners of candidates for positions are invited to include their resume for possible matching with other job opportunities.

CAREERS CARRIÈRES

cations, and the names of three referees to: Marilyn Stock, College of Natural Sciences, Herzberg Laboratories, Carleton University, 1125 Colonel By Drive, Ottawa, ON K1S 5B6, Canada; E-mail: marilyn_stock@carleton.ca. All qualified candidates are encouraged to apply. The applications of Canadian citizens and Permanent Residents will be given priority. Carleton University is committed to equality of employment for women, Aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

■ **BIOLOGY** — McGill University. The Department of Biology at McGill University invites applications for a Cell Biologist utilizing a genetically well-characterized model organism to study the molecular and cellular mechanisms of non-infectious animal system. Candidates focusing on subcellular structures using advanced imaging and microscopy techniques or nano scale manipulations are particularly encouraged to apply. The successful candidate would be joining the Developmental Biology Research Initiative (DBRI), a dynamic, interactive group of researchers working on a range of subjects in yeast, C. elegans, Drosophila, Xenopus, Arabidopsis and other model organisms (<http://www.biology.mcgill.ca/DBRI/otn/home.html>). The DBRI is presently engaged in a \$19.8M infrastructure renovation and renewal project, and is an integral part of the McGill University Life Sciences Research Complex. We anticipate that this position will be filled at the Assistant Professor (tenure-track) level, but applications from more established candidates for Associate or Full Professor rank. Competitive start-up packages and the opportunity to apply for equipment funding through

the Canadian Foundation for Innovation will be available. The successful candidate is expected to significantly contribute to undergraduate and graduate teaching in the department and to maintain an externally funded research program. Applicants should forward a curriculum vitae, a statement of research interests, a statement of teaching interests, copies of major publications and a list of three letters of reference submitted directly to: Cell Biology Search, c/o Ms. Louise Sabaz, Department of Biology, McGill University, 1205 Doctor Penfield Ave., Montreal, Quebec, H3A 1B1, Canada. The application deadline is January 15, 2006. In accordance with Canadian immigration regulations, the advertisement is directed to the first instance to Canadian citizens and landed immigrants, however, all qualified candidates are encouraged to apply.

■ **BIOLOGY** — Concordia University. Please refer to the Concordia University Faculty of Arts and Science display advertisement in this issue for LIA teaching positions in Biology. ■ **BIOLOGY** — Algoma University. The Department of Biology at Algoma University College, an affiliate of Laurentian University, invites applications for a tenure-track appointment at the level of Assistant Professor, beginning July 1, 2006. The successful candidate must have completed a PhD, a demonstrated commitment to research and undergraduate teaching, and possess expertise in vertebrate or plant biology. Demonstrated ability to develop an independent research program supported by external research funding is an asset. Interested candidates should forward a letter of application, a curriculum vitae, sample publications, a statement of their teaching philosophy, three letters of recommendation from academic references, to: Dr. Arthur Peltin, Academic Dean, Algoma University, 1520 Queen Street East, Sault Ste. Marie, Ontario, P6A 2G4, or dean@algoma.ca by January 31, 2006 or until the position is filled. The position is subject to budgetary approval. For further information about Algoma University College please visit our website at www.algoma.ca. ■ **BIOLOGY (BEHAVIOURAL GENETICS)** — The University of Western Ontario. The Department of Biology (www.uwo.ca/biology) at the University of Western Ontario (www.uwo.ca) invites applications for a probationary (tenure track) Assistant/Associate Professor position in Behavioral Genetics effective July 1, 2006. The applicant should have a strong training in the fundamental principles of genetics and experience with modern genetic tools and techniques as they are applied to the study of behaviour. Applicants must have a PhD, appropriate postdoctoral training and a proven research record in the field of behavioural genetics, including publications of high quality. The successful applicant will be expected to develop an independent, innovative and externally funded research program and participate in teaching at both the undergraduate and graduate levels. The successful candidate will have access to molecular core facilities in the Department as well as to genomics facilities at the London Regional Genomics Centre. He/she will also have access to SHARONET/High Performance Computing (www.sharonet.ca) as well as the "Biotron", a modern controlled environment facility, currently under construction. The successful candidate will be expected to have a dynamic research community associated with a number of University Departments (including the Faculty of Science, Behavioural Science and Medicine), Research Institutes, Hospitals and Research Centres in London, Ontario, Canada. This vibrant city (www.london.on.ca) is well complemented of travel, educational, health, sports and cultural facilities, is located on Highway 401, midway between Detroit and Toronto and is home to

some of the best research facilities in the country. Applications (no electronic mail, please), including curriculum vitae, names and addresses of three referees whom we may contact, copies of three recent significant papers and a one page summary of proposed research and teaching interests should be forwarded to: Dr. Brock Fenton, Chair, Department of Biology, The University of Western Ontario, London, Ontario, N6A 5B7, Canada. Deadline for applications is March 1, 2006. Position is subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply, however Canadian Citizens and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applicants from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **BIOLOGY (GENETICS)** — Carleton University. The Department of Biology at Carleton University invites applications for a tenure-track faculty position in Population and/or Theoretical Genetics at the rank of Assistant Professor. The position is to commence on July 1, 2006. The position should have a PhD degree, and demonstrate expertise in an appropriate area of Genetics. He/she will be expected to develop and teach undergraduate and graduate courses, to establish an externally-funded, independent research program, and to contribute to graduate and undergraduate training. The Biology Department has existing strengths in molecular and cell biology, genetics, physiology, and ecology and evolution. We are expanding our faculty based on a foundation of existing faculty strengths and augmented by new investments to strengthen the impact and visibility of research pursued by our Department. Excellent opportunities exist in the Ottawa region for collaborative work with government laboratories in agriculture, health, environment, wildlife biology, and biotechnology, among others. In addition, the Department has close links in teaching and research through a joint graduate program with the Department of Biology at the University of Ottawa. The position is subject to budgetary approval. The application deadline is January 31, 2006. Applicants should send curriculum vitae, brief descriptions of research plans and teaching interests, three recent publications, and the names of three referees to: Marilyn Stock, College of Natural Sciences, Herzberg Laboratories, Carleton University, 1125 Colonel By Drive, Ottawa, ON, K1S 5B6, Canada; E-mail: marilyn_stock@carleton.ca. All qualified candidates are encouraged to apply. The applications of Canadian citizens and Permanent Residents will be given priority. Carleton University is committed to equality of employment for women, Aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

■ **BIOTECHNOLOGY** — University of British Columbia. A part time Research Associate position is available immediately in the Cryptococcus Genomics group of the Biotechnology Laboratory at the University of British Columbia. The appointment will initially be for one year commencing February 2006. This is a project in functional genomics with the goal of obtaining knockout strains for hundreds of genes in the fungal pathogen *Cryptococcus neoformans* and in a Candida species. The RA will be involved with building knock-out constructs and resulting from targeted integration. Part of the focus of the project will be on the analysis of genes encoding components or targets of the CAMP signal transduction pathway. The individual must have a PhD in a related discipline and have at least five years of postdoctoral experience. Knowledge and experience in the genetic manipulation, transformation, intentional mutagenesis, and phenotypic analysis of *Cryptococcus* and *Candida* is essential. Experience with standard molecular biology techniques and CAMP signal transduction is also essential. Computer and database management skills for DNA analysis are a plus. UBC hires on the basis of merit and is committed to employment equity. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents of Canada will be given priority. Applicants should send, no later than February 10, 2005, their curriculum vitae, list of publications and the names of three referees to: Dr. J.W. Kwon, Michael Smith Laboratory, University of British Columbia, 2185 East Mall, Room 329, Vancouver, BC, V6T 1Z4, Canada.

■ **BUILDING, CIVIL & ENVIRONMENTAL ENGINEERING** — Concordia University. The Department of Building, Civil and Environmental Engineering invites applications for a tenure-track faculty position in Civil Sustainable Infrastructure Systems with specialization in Transportation Engineering at the rank of Assistant Professor. Applicants must possess a PhD in Civil Engineering or in equivalent disciplines and have interest in pursuing research in the area of one or more of the following areas: If applications in civil infrastructure systems including spatial technologies such as GIS and GPS, teletraffic, asset management, the assessment condition assessment and rehabilitation of transportation infrastructure, transportation maintenance and operation and traffic safety. The candidate is expected to develop a strong externally funded research program. The position is subject to the supervision of MASC and PhD students and to excellence in teaching at both the graduate and undergraduate levels and incorporating computer applications, is also expected. Knowledge of French is an asset. Membership, or eligibility for membership, in a Canadian professional engineering association.

Ontario College of Art & Design (OCAD), Canada's largest university for art and design specializing in creativity and innovation, requires a...

FACULTY OF LIBERAL STUDIES

Assistant Professors – Full-time (Starting July 1, 2006)

• Design History, Theory & Criticism

Your research specialization in communication and/or information design coupled with significant experience in graphic design, illustration or advertising will enable you to develop and teach Visual Culture courses that support programs in the Faculty of Design.

• Design History, Theory & Criticism

Applying your research specialization in environmental, sustainable and/or universal design, you will develop and teach Visual Culture courses that support Environmental Design and Industrial Design programs in the Faculty of Design.

• Contemporary Art History, Theory & Criticism

With a broad command of the history/practice of art from antiquity to the present, you will be actively involved in the design and teaching of first-year VISC courses and LS One, an innovative interdisciplinary history of ideas/images program. Also, you will offer upper year courses in modern/contemporary art where a global perspective is essential.

In all the above positions, you will teach at all undergraduate levels including first year, maintain an active research/professional profile, and contribute to the ongoing development of the undergraduate curriculum as well as future graduate programs. You will also participate in the Faculty and University-wide governance system and other activities. Your Ph.D. or other appropriate terminal degree is supported by a strong record of research, scholarship and publications, post-secondary teaching experience, and an interest in and aptitude for innovative curriculum development in a degree-granting art and design institution. Ideally, you have a background teaching in interdisciplinary programs and teaching/supervising graduate students.

Qualified candidates for the Design positions interested in studio teaching and a joint appointment with the Faculty of Design are encouraged to apply.

Please apply, including a letter outlining your interests in the areas of teaching, research/practice and service, a CV, and the names and contact information of three referees whose letters should be sent directly to the Dean (applicants interested in a joint studio appointment should include 20 slides of their own and, if possible, student work), by January 31, 2006, to:

Dr. Kathryn Shailer, Dean
Faculty of Liberal Studies
Ontario College of Art & Design
100 McCaul Street, Toronto, ON M5T 1W1
e-mail: rsimizu@ocad.on.ca

www.ocad.ca/hr

ASSISTANT PROFESSOR
Department of Computer Science

The Department of Computer Science at Memorial University of Newfoundland has embarked on a multi-year expansion and renewal program. The department currently has 20 tenure or tenure-track faculty members and supports M.Sc., Ph.D. and collaborative graduate programs. For more details, see <http://www.cs.mun.ca>.

Applications are invited for a tenure-track position, starting no later than September 1, 2006. Appointment is made at the level of Assistant Professor. A Ph.D. in Computer Science or related field is required at the time of appointment.

The department is looking to increase its linkage with other units of the university, particularly within the Faculty of Science. Interdisciplinary work and the potential of collaboration with current department members will be an asset. Areas of particular interest are (1) Computer Graphics, Computer Animation and High-Volume Data Visualization; (2) Computer Protection and Security. A state-of-the-art visualization centre recently established at Memorial offers opportunities for research. Applicants are expected to possess a strong research record with outstanding promise for future research, and to demonstrate the potential for excellent undergraduate and graduate teaching.

Review of applications will begin February 1, 2006, and continue until a suitable candidate has been identified. Applicants should submit a Curriculum Vitae, a description of research interests and academic goals, a description of their teaching interests, experiences and philosophy, and a maximum of three selected preprints of publications. The application should be accompanied by a list, including phone number and email address, of at least three referees of international standing willing to provide letters of recommendation. All material should be sent with reference to position VPA-CS-2006-002 to:

Dr. Wolfgang Banzhaf, Head
Department of Computer Science
Memorial University of Newfoundland
St. John's, NL, Canada, A1B 3X5
Email: chair@cs.mun.ca

Memorial University is the largest university in Atlantic Canada. As the Province's only university, Memorial plays an integral role in the educational and cultural life of the Province of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning. St. John's is a very safe and friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

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Awards for Excellence in Post-Secondary Education Journalism
Prix d'excellence en journalisme dans le domaine de l'enseignement postsecondaire

Established in 2001, these awards for outstanding reporting are presented by the Canadian Association of University Teachers to recognize and promote in-depth and thoughtful coverage of issues related to post-secondary education in Canada.

Two awards are offered: one to recognize excellence in the student media, and the other to honour outstanding reporting in the professional print and broadcast media. Each award is worth \$500.

Criteria & Eligibility

Stories, articles (excluding editorials and columns), documentaries, or series produced during the preceding calendar year and appearing in any Canadian daily, weekly, or monthly publication or broadcast by any radio or television station, or any recognized university or college student newspaper, in Canada on some aspect of university and college education may be nominated. The works of Canadian journalism appearing in non-Canadian publications and broadcasts may also be considered.

Nominations which address the following issues are particularly encouraged: academic freedom; research ethics and integrity; educational accessibility and equity; funding and finances; and university and college governance.

Nominations may be made by faculty associations, media organizations, or any other interested parties. Applicants may be self-nominating.

A panel of judges composed of journalists and faculty members in journalism and communications will screen and judge entries. The successful candidates will be recognized by CAUT at the association's annual spring council meeting in Ottawa.

Nominations must include:

- One copy of the print or broadcast item(s)
- A completed nomination form (available from CAUT)

Nomination Deadline

The deadline for nominations is March 3, 2006. All nominations and supporting material should be addressed to: David Robinson, Associate Executive Director (Research & Advocacy) CAUT, 2675 Queensview Drive, Ottawa Ontario K2B 8K2

Créés en 2001, ces prix d'excellence en journalisme sont décernés par l'Association canadienne des professeurs et professeurs d'université dans le but de récompenser et de mettre en valeur des reportages recherchés et sérieux sur des questions liées à l'enseignement postsecondaire au Canada.

Deux prix sont offerts. L'un pour récompenser l'excellence dans les médias étudiants, et l'autre pour honorer un reportage exceptionnel dans la presse écrite et parlée. Chaque prix est d'une valeur de 500 \$.

Critères et admissibilité

Sont admissibles les articles (à l'exception des éditoriaux et des chroniques), les documentaires ou les émissions traitant d'un aspect de l'enseignement universitaire ou collégial. Ils doivent avoir été produits pendant l'année civile précédente et publiés dans un quotidien, un hebdomadaire ou un mensuel canadien, dans un journal étudiant universitaire ou collégial reconnu, ou diffusés par une chaîne de radio ou de télévision au Canada. Les œuvres de journalistes canadiens publiées ou diffusées dans des médias non canadiens pourront aussi être prises en considération.

On invite particulièrement à proposer des reportages qui traitent de questions liées notamment à la liberté universitaire, à l'éthique et à l'intégrité de la recherche, à l'accessibilité aux études et à l'équité en matière d'éducation, aux subventions et aux finances, et à l'administration des universités et des collèges. Des associations de professeurs, des organismes de médias ou d'autres groupes intéressés peuvent soumettre des candidatures. Il est possible de proposer sa propre candidature.

Un jury composé de journalistes et de professeurs en journalisme et en communications fera une sélection préliminaire et jugera les candidatures. L'ACPU honore les candidatures retenues lors de l'assemblée annuelle du printemps de l'ACPU à Ottawa.

Le dossier de candidature doit comprendre :

- Un exemplaire du reportage écrit ou parlé
- Un formulaire de mise en candidature rempli (disponible auprès de l'ACPU)

Date limite

La date limite des mises en candidature est le 3 mars 2006. Toutes les mises en candidature et les documents pertinents doivent être communiqués à: David Robinson, Directeur général associé (Recherche et promotion des intérêts) ACPU, 2675, Promenade Queensview, Ottawa (Ontario) K2B 8K2

Canadian Association of University Teachers

Association canadienne des professeurs et professeurs d'université



CAREER CARRIÈRES

tion is required. The appointment will be made effective June 1st, 2006. Applicants should send a curriculum vitae, a statement concerning teaching and research interests, and the names of at least two referees to: Dr. Sahab Akhavan, Professor and Chair, Department of Building, Civil and Environmental Engineering, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, Canada H3G 1M8. Applications will be accepted until the position is filled. Further information about Concordia University and the Department of Building, Civil and Environmental Engineering can be found at the <http://www.concordia.ca>. Canadian and permanent residents will be given priority. Concordia University is committed to employment equity.

BUILDING, CIVIL & ENVIRONMENTAL ENGINEERING – Concordia University. The Department of Building, Civil and Environmental Engineering invites applications for a tenure-track faculty position in the area of Building Acoustics or Lighting at the rank of Assistant Professor or, for exceptional qualifications, at the Associate Professor rank. Applicants must possess a PhD in Building Engineering or equivalent Engineering discipline. The candidate is expected to pursue leading edge research in one or more of the following areas: Building acoustics; lighting design and technologies. The candidate will be expected to develop a strong externally funded analytical and experimental research program in collaboration with the industry. A strong commitment to supervision of MSc and PhD students and excellence in teaching at both the graduate and undergraduate levels, incorporating computer applications is also expected. Knowledge of French is an asset. Membership or eligibility for membership in a Canadian professional engineering association is required. The appointment will be made effective June 1st, 2006. Applicants should send a curriculum vitae, a statement concerning teaching and research interests and the names of at least three referees to: Dr. Sahab Akhavan, Professor and Chair, Department of Building, Civil and Environmental Engineering, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, Canada H3G 1M8. Applications will be accepted until the position is filled. Further information about the University and the Department can be found at the <http://www.concordia.ca>. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity.

BUSINESS – Carleton University. Subject to a preliminary approval by the Senate School of Business of Carleton University, invites applications for a full-time tenure-track position in Business Ethics at the rank of Assistant Professor. This position is part of the Faculty of Public Affairs and Management (PAM) and is committed to excellence in teaching and research. The successful candidate will be expected to supervise research projects and those of master's students and to supervise PhD students working in cross-functional, interdisciplinary business related areas. The candidate will also be expected to pursue a productive research program. This position requires a PhD in hand or near completion, or equivalent degree. Strong demonstrated research skills are a must, and a demonstrated interest and expertise in law or a functional area of business will be an asset. A strong record of publications is desirable and we expect the successful candidate to continue research leading to yielding high-quality peer-reviewed publications. Salary is competitive and commensurate with qualifications. The appointment will be effective July 1, 2006. The closing date for applications is January 15, 2006, or until the position is filled. All qualified candidates are encouraged to apply. The appointment will be given priority. Carleton University is committed to equality of employment and to the inclusion of Aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. Please send curriculum vitae and names of three academic referees to: Dr. David Gray, Director, Eric Sprott School of Business, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5S6, Canada; Tel: 613-520-2600, ext 8078; Fax: 613-520-2532; email: director@business.carleton.ca; URL: <http://www.business.carleton.ca>.

BUSINESS ADMINISTRATION – Brandon University. Brandon University's Department of Business Administration invites applications for two probationary (tenure-track) positions, subject to budget. The preferred qualification for each position is the Doctorate, however candidates with a Master's degree and substantial professional experience are also invited to apply. The primary areas of specialization for the two positions are Marketing and Human Resources. Preference will be given to candidates whose secondary area of expertise contributes to one or more of the following areas: Business Policy, Management, Management Information Systems, and/or Human Resources. These positions will be of interest to candidates interested in establishing a strong liaison with the business community. Additionally, the Faculty of Arts has established Global Studies, Science and Technology, and Women's Studies as areas of priority recruitment. Candidates whose research and/or teaching interests contribute to these areas are particularly encouraged to apply. Salary: Commensurate with qualifications and experience. Start date: August 1, 2006; Deadline for applications: January 31, 2006 or until the position is filled. Interested candidates should forward their curriculum vitae, the names of three references, a teaching dossier including course evaluations and a sample publication to: Dr. Scott Krills, arid@brandon.ca, Dean of Arts and Graduate Studies, 270-18th Street, Brandon, Manitoba, Canada R7A 6A9. For additional information about Brandon University please visit our web site: www.brandon.ca. Short listed candidates will be expected to provide copies of credentials at time of interview. In accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian Citizens and permanent residents. Both women and men are encouraged to apply.

BUSINESS ADMINISTRATION & ECONOMICS – Algoma University College. Algoma University College, an affiliate of Laurentian University, invites applications for two tenure-track positions at the rank of Assistant Professor, beginning July 1, 2006. The successful candidates must have completed a PhD in their respective fields and possess a demonstrated commitment to research and undergraduate teaching, and a demonstrated research program that leads to external research funding. One position includes expertise in one or more of the following areas: marketing, intermediate & advanced financial accounting, and management accounting. The second position includes expertise in one or more of the following areas: (a) Business Administration (general management, human resource management preferred); Economics (macroeconomics, international finance, public finance preferred); Community Economic & Social Development (Indigenous economics and culture). The positions are subject to budgetary approval. Interested candidates should forward a letter of application, a curriculum vitae, sample publications, a statement of their teaching philosophy, three letters of recommendation from academic referees, to: Dr. Arthur Perlin, Academic Chair, Algoma University College, 1520 Queen Street East, Sault Ste. Marie, Ontario, P6A 2G4, or Dean of Faculty of Business, Algoma University, Sault Ste. Marie, Ontario, P6A 2G4, until the position is filled. For further information about Algoma University College please visit www.2uc.ca.

CHEMICAL & MATERIALS ENGINEERING – University of Alberta. Applications are invited for a tenure-track position at the rank of Assistant Professor level. The successful candidate is expected to establish a program, a statement concerning teaching and research interests, and the names of at least three referees to: Dr. Sahab Akhavan, Professor and Chair, Department of Building, Civil and Environmental Engineering, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, Canada H3G 1M8. Applications will be accepted until the position is filled. Further information about the University and the Department can be found at the <http://www.concordia.ca>. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity.

BUSINESS – Carleton University. Subject to a preliminary approval by the Senate School of Business of Carleton University, invites applications for a full-time tenure-track position in Business Ethics at the rank of Assistant Professor. This position is part of the Faculty of Public Affairs and Management (PAM) and is committed to excellence in teaching and research. The successful candidate will be expected to supervise research projects and those of master's students and to supervise PhD students working in cross-functional, interdisciplinary business related areas. The candidate will also be expected to pursue a productive research program. This position requires a PhD in hand or near completion, or equivalent degree. Strong demonstrated research skills are a must, and a demonstrated interest and expertise in law or a functional area of business will be an asset. A strong record of publications is desirable and we expect the successful candidate to continue research leading to yielding high-quality peer-reviewed publications. Salary is competitive and commensurate with qualifications. The appointment will be effective July 1, 2006. The closing date for applications is January 15, 2006, or until the position is filled. All qualified candidates are encouraged to apply. The appointment will be given priority. Carleton University is committed to equality of employment and to the inclusion of Aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. Please send curriculum vitae and names of three academic referees to: Dr. David Gray, Director, Eric Sprott School of Business, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5S6, Canada; Tel: 613-520-2600, ext 8078; Fax: 613-520-2532; email: director@business.carleton.ca; URL: <http://www.business.carleton.ca>.

Toronto. The community is ranked highly for its excellent living conditions. More information on the department and university is available at www.waterloo.ca. Applications consisting of a curriculum vitae, a clearly outlined research program, statement of teaching interests, names and full contact information for three referees should be sent to Professor L.A. Drew, Chair, Department of Chemical Engineering, University of Waterloo, Ontario, Canada, N2L 3G1. Applications will be received until the position is filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo welcomes applications from all qualified individuals including persons with disabilities, native peoples, and persons with disabilities.

CHEMISTRY – Carleton University. Applications are invited for a full-time tenure-track position at the Assistant Professor level in the Department of Chemistry to commence July 1, 2006. Candidates should have demonstrated ability in the field of Synthetic Organic Chemistry with a preference for not only medical applications, but also to teach and develop courses at the graduate and undergraduate levels. Collaborations with local research facilities are encouraged. Candidates must hold a doctoral degree. This position is subject to final budgetary approval. The deadline for receipt of applications is January 31, 2006. Applications, including a research proposal, a statement of teaching interests, curriculum vitae and the names of three referees, should be sent to: Dr. G.W. Buchanan, Chair, Department of Chemistry, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5S6, Canada. All qualified candidates are encouraged to apply. The University of Waterloo is committed to equality of employment for women, Aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

CHEMISTRY – Malaspina University-College. The Department of Chemistry is looking for a dynamic, high caliber individual for a continuing faculty appointment beginning August 1, 2006 with teaching and research interests in one of the following areas: Chemical Oceanography or Marine Natural Products. This research-intensive position will be expected to develop and deliver new courses in the area of expertise, as well as general courses popular with the general public. She/He will supervise undergraduate student projects and develop an externally funded research program related to departmental and institutional strengths in environmental and aquatic sciences. Malaspina is located on beautiful Vancouver Island on the west coast of BC, with access to research facilities at UBC, UVI, Pacific Biological Station and the Institute for Ocean Sciences. Submit a letter of application, statement of teaching philosophy, disc-

ussion of research program (including the role of undergraduates) a CV (NSERC Form 100 preferred) and the names of three referees to: info@mal.ca or <http://www.mal.ca/HumanResources/>. Applications will be considered after February 10th, 2006.

CHINESE – Concordia University. Please refer to the Concordia University Faculty of Arts and Science display advertisement in this issue for LTA teaching positions in Chinese.

CIVIL ENGINEERING – University of Waterloo. The Department of Civil Engineering at the University of Waterloo invites outstanding individuals to apply for a tenure-track position at the Assistant or Associate Professor rank. Candidates must have a strong background in river hydraulics and water shed management. The person would have expertise in hydrodynamics with an emphasis on rehabilitation of watersheds and watercourses in urban environments. Experience in model development, GIS applications, hydraulics and/or modeling of ecological processes would be an advantage. The successful candidate must complement the Environment and Water Resources Engineering Research Group in the Department of Civil Engineering primarily comprised of hydraulics, hydrology, hydrogeology, water quality and water treatment researchers. Applicants should have a PhD in Civil Engineering or a closely related field. Eligibility for Professional Engineering registration in Ontario would be an asset. Applicants must have potential or proven ability for excellence in teaching and research. A minimum experience is desirable but not a requirement. The successful applicant is expected to have excellent communication skills and be able to supervise graduate students and teach undergraduate and graduate courses in a wide range of subjects in Environmental Engineering. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native people and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and FAX number of at least three references. Mail to: Professor Leo Rottburg, Chair, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until the position is filled.

McMaster University's Faculty of Engineering is seeking a dynamic leader for its Department of Computing and Software. This is a tenure position at the Professor's level. We are looking for an accomplished scholar who can provide academic and administrative leadership to the Department. Candidates should have a Ph.D. in software engineering or computer science, or related fields, excellent research and teaching record, record of strong external research funding, demonstrated administrative abilities, and registration or commitment to registration as a professional engineer. Excellent communication skills and demonstrated outreach to the community and profession are required.

The Department has a complement of 28 faculty members. It offers undergraduate programs in Software Engineering and in Computer Science. It is offering one of the first accredited undergraduate software engineering programs in Canada. At the graduate level, the Department offers Master of Applied Science, Master of Engineering and Ph.D. programs in Software Engineering, and Master of Science and Ph.D. programs in Computer Science. The Department currently has 225 undergraduate and 100 graduate students. It has three Canada Research Chairs, and research initiatives include the Software Quality Research Laboratory, the Advanced Optimization Laboratory and the Algorithms Research Group. The Department is also spearheading the new School of Computational Engineering and Science at McMaster University. The Faculty of Engineering is one of the most research intensive faculties of Engineering in Canada. It has a complement of 136 faculty members in seven Departments.

Applications and nominations should be forwarded:

Dr. M.A. Elbestawi
Dean, Faculty of Engineering
McMaster University
1280 Main Street West, JHE 261
Hamilton, Ontario, Canada L8S 4L7

For more information visit our website: <http://www.cas.mcmaster.ca/cas/>. Applications will be considered until the position is filled, and must be received no later than February 28, 2006.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. McMaster is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal peoples, members of sexual minorities, and persons with disabilities.

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Tenure Track Faculty Positions

One of Canada's top primarily undergraduate universities, Trent University is renowned for striking a unique balance between outstanding teaching and leading-edge research. The University is consistently recognized nationally for faculty who maintain a high level of innovative research activity and a deep commitment to individual learning. Distinguished by excellence in the humanities, social sciences and natural sciences and increasingly popular professional and graduate programs, Trent is dedicated to providing its students with an exceptional world view, producing graduates who are ready to succeed and make a difference in the world.

Trent University invites applications for eighteen (18) full-time tenure-track positions in the following Departments/Programs. Appointments will normally be at the rank of Assistant Professor, commencing July 1, 2006. Applicants must have a Ph.D. in hand or near completion and must have a demonstrated record of excellence in teaching and research. Salary and rank are negotiable in accordance with qualifications and experience. All positions are subject to budgetary approval.

Information about the Departments and Trent University may be found at our website <http://www.trentu.ca>. Specific position descriptions are posted at <http://www.trentu.ca/deansoffice/facadevertise.html>. Applicants must include with the letter of application, a full curriculum vitae, a description of research and teaching interests, and arrange for three letters of reference to be sent to:

Ancient History & Classics Chair: Professor C. Tindale	Environmental & Resource Studies Chair: Professor T. Whillans	Native Studies Chair: Professor D. Newhouse
Anthropology Chair: Professor J. Sutcliffe	Environmental & Resource Studies/Native Studies Chair: Professor D. Newhouse	Nursing (2) Chair: Professor D. Crooks
Biology/Forensic Science Chair: Professor E. Nol	Forensic Science Chair: Professor P. Wilson	Political Studies/Canadian Studies Chair: Professor M. Smith
Business Administration Chair: Professor J. Muldoon	Geography Chair: Professor J. Buttle	Psychology Chair: Professor G. Reker
Economics/Mathematics Chair: Professor T. Drewes	History (2) Chair: Professor T. Stapleton	Sociology Chair: Professor S. Katz

Applicants should submit their packages by February 3, 2006, to the Chairs of the respective Departments. All departments are located at: Trent University, Peterborough, Ontario, K9J 7B8. Phone: 705-748-1011.

All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Trent University is an employment equity employer and especially invites applications from women, Aboriginal people, visible minorities, and persons with disabilities.

www.trentu.ca

be the... THE WORLD BELONGS TO THOSE WHO UNDERSTAND IT.

CAREERS CARRIÈRES



Laurentian University
Université Laurentienne

Multine Positions / Plusieurs Postes

Laurentian University (LU) is located in Sudbury, an attractive modern city offering unique cultural, recreational, and educational opportunities. For further info see <http://www.sudburytourism.ca>.

LU is a bilingual institution and an equal opportunity employer. It has a policy of passive bilingualism (English/French) as a condition of tenure. LU is committed to equity in employment and encourages applications from qualified applicants, including women, aboriginal peoples, members of visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

Applications will be reviewed commencing in January 2006 but will be accepted until the positions are filled. Ph.D. in the related field is essential unless otherwise indicated. Applicants should provide curriculum vitae, a list of publications, a summary of research interests, a research proposal indicating equipment needs and three letters of reference addressed to: Laurentian University, 935 Ramsey Lake Road, Sudbury, ON P3E 2C6.

Information can be found at www.laurentian.ca. LU faculty are part of the LUFA (Laurentian University Faculty Association), information on LUFA can be found at www.lufapul.ca.

ARTS D'EXPRESSION

Veuillez adresser votre demande à Madeline Azola, Directrice, Programme en arts d'expression.

Professeur ou professeur de théâtre : mise en scène, mouvement classique (mime et clown), jeu et interprétation, conceptualisation. Maîtrise dans un domaine connexe et expérience en production collective et production théâtrale. Un minimum de 5 ans d'expérience dans un domaine connexe.

CHEMISTRY & BIOCHEMISTRY CHIMIE BIOCHIMIE

Please address application to Vessu Appanna, Chair, Department of Chemistry & Biochemistry. Veuillez adresser votre demande à Vessu Appanna, Directeur, Département de chimie et biochimie.

Tenure-track position at the Assistant Professor level. Qualifications: Ph.D. in Chemistry or Biochemistry or a related field; post-doctoral experience; and the ability to teach in one or more areas of biophysical chemistry, biological chemistry, biomaterials, bioanalytical chemistry, pharmaceutical chemistry and pharmacology at both the undergraduate and graduate levels. Although all candidates will be considered, the ability to teach in both English and French will be an asset.

Poste menant à la permanence au niveau de Professeur adjoint. Doctorat en chimie ou en biochimie ou dans un domaine connexe, de l'expérience postdoctorale et la capacité d'enseigner dans une ou plusieurs des disciplines de la chimie biochimie, chimie biologique, chimie biomatériaux, bioanalyse chimique, pharmacologie et pharmacologie, dans les programmes de premier cycle et des études supérieures. La capacité d'enseigner en français ainsi qu'en anglais sera un atout. La personne choisie devra développer un solide programme de recherche subventionné à l'externe.

EARTH SCIENCES

Mineral Exploration Research Centre

Please address application to Faculty Search Committee, Department of Earth Sciences. Additional information about the Department can be found at www.laurentian.ca/geology.

Economic Geology: Tenure-track faculty position. Should have strong field and theoretical backgrounds in magmatic and/or hydrothermal ore deposits in Precambrian rocks. Should have strong research records and be committed to excellence in teaching. Vigorous, externally-funded research program is expected. Must hold a PhD degree by the time of appointment. Will work and interact with faculty, undergraduate and graduate students, and post-doctoral fellows in the Department of Earth Sciences and Mineral Exploration Research Centre. The Department currently offers BSc degrees in Geology and Environmental Earth Sciences, BSc degrees in Geology and Environmental Earth Sciences, and PhD degrees in Ore Deposits and Precambrian Geology. Access to excellent light microscopes, electron microprobe, and geochemical analytical equipment, including FLUIC, SEM, EPMA, WDXRF, ICP-OES, ICP-MS, LA-ICP-MS, and EBSD.

Hydrogeology: Tenure-track faculty position, with interest in field-based studies and contaminant transport modeling in glaciated terrain. Expected to teach in the Geology and Environmental Earth Science programs. The latter is an interdisciplinary program with Geography and Biology. Supervision of MSc and PhD students within a vigorous, externally funded research program is expected. Applicants must have obtained a PhD by the time of appointment. Faculty and students in the Department of Earth Sciences have access to outstanding computing and geochemical analytical facilities (<http://laurentian.ca/geology/facilities.html>), as well as a modeling and scientific visualization facility (<http://www.miracore.org/about.php>) for multi-dimensional immersion.

EDUCATION

Please address application to John Lundy, Director, English Language School of Education. For the following positions in the new School of Education the following are the qualifications: Ph.D. or Ed.D. related to the position or in a related field, with research interests relevant to course topics. Experience working with adult learners or with teacher candidates, membership or eligibility for membership in the Ontario College of Teachers are assets.

Physical Education/Health: Requires an experienced educator with an academic background in Physical Education or in a related field and successful experience as a classroom teacher.

Music Education: Requires an experienced educator with an academic background in Music and successful experience as a music teacher or consultant.

Visual Arts Education: Requires an experienced educator with an academic background in Visual Arts and successful experience as a visual arts teacher.

Dramatic Arts Education/Literacy (Junior/Intermediate): Requires an experienced educator with an academic background in Dramatic Arts and Literacy and successful experience as a dramatic arts/literacy teacher.

Science Education: Requires an experienced educator with an academic background in Science and successful experience as a Science teacher.

EDUCATION

Veuillez adresser votre demande à Serge Demers, Directeur, École des sciences de l'éducation.

Poste 1: Enseignement des Arts, Micro-enseignement et autres disciplines à la formation initiale et de la supervision des stages.

Poste 2: Enseignement des cours de TICE (technologie de l'information et de la communication en éducation) à la formation initiale et de la supervision des stages.

Poste 3: Enseignement de l'éducation physique et autres disciplines à la formation initiale et de la supervision des stages.

ENGINEERING

Please address application to Anis Fareh, Director, School of Engineering. The School of Engineering offers graduate programs (PhD, MSc, MEng) in Natural Resources Engineering and Mineral Resources Engineering, and undergraduate degree programs in Mining and Chemical Engineering. The School also offers two-year programs in Mechanical and Civil Engineering.

Mechanical Engineering: two tenure-track positions in thermofluids/energy conversion and solid mechanics/vibration.

Chemical Engineering: one tenure-track position in environmental engineering.

HISTORY/HISTOIRE

Please address application to Sara Burke, Chair, Department of History. Veuillez adresser votre demande à Sara Burke, Directrice, Département d'histoire.

Tenure-track appointment in European History (19th or 20th century) at the Assistant or Associate Professor level. Ability to teach in other areas including Western Civilization will be considered an asset. The successful candidate must have a completed Ph.D., demonstrate research productivity and have teaching experience.

HUMAN KINETICS

SCIENCES DE L'ACTIVITÉ PHYSIQUE

Please address application to Roger Couture, Director, School of Human Kinetics. Veuillez adresser votre demande à Roger Couture, Directeur, École des sciences de l'activité physique.

Sport and Physical Education: The position will focus on one or more of the following areas: risk management in physical activity; philosophical and ethical perspectives of sport and physical education; historical and comparative physical education and sport; program organization/management and administration of physical education and sport; curriculum development and theory of coaching. An ability to contribute to teaching in the Bachelor of Physical and Health Education concentration of courses in Sport and Physical Education and to the core School of Human Kinetics courses are essential. Expertise in one or more physical activities is an asset. As is the ability to speak and understand French. Hiring decisions will be made on the basis of teaching ability, research excellence, and fit with the needs of the School.

Psychologie du sport : Étre titulaire d'un doctorat en psychologie du sport et faire preuve de hautes qualités autant dans l'enseignement que dans la recherche. La capacité d'obtenir des fonds de recherche est importante. Des preuves de l'expérience dans la pratique des sports de compétition et dans la consultation sont requises. La certification CMTF est souhaitée. La personne choisie sera chargée de l'enseignement en français de cours sur la théorie et la pratique de la psychologie du sport et dirigera des stages et des mini-cours du 1er cycle, parmi les suivants : kinésio humaine; perspectives de l'éducation physique et du sport; bases physiologiques de la performance humaine; psychologie de l'exercice; conditionnement physique; évaluation et prescription. L'enseignement d'activités sportives pourrait compléter la tâche de travail si les candidats avaient les compétences appropriées.

L'Université Laurentienne (UL) est située à Sudbury, une ville moderne et agréable offrant des possibilités uniques en matière d'enseignement, de loisirs et d'activités culturelles. Consultez <http://www.sudburytourism.ca>. L'UL est un établissement bilingue et soutient au principe de l'égalité d'accès à l'emploi. Le bilinguisme passif (français-anglais) est une condition d'obtention de la permanence. L'UL soutient au principe de l'équité en matière d'emploi et incite toutes les personnes qualifiées, y compris les femmes, les Autochtones, les membres des minorités visibles et les personnes handicapées à poser leur candidature. Conformément aux exigences du Canada en matière d'immigration, cette annonce s'adresse en premier lieu aux citoyens canadiens et aux résidents permanents.

Les candidatures seront examinées à partir de janvier 2006 mais seront acceptées jusqu'à ce que les postes soient comblés. Le Ph.D. dans le domaine connexe est, à moins d'avis contraire, obligatoire. Les candidat(e)s doivent faire parvenir un curriculum vitae, une liste de publications, un résumé des intérêts de recherche, un projet de recherche indiquant les besoins d'équipement et trois lettres de recommandations à : Université Laurentienne, 935 chemin du lac Ramsey, Sudbury (ON) P3E 2C6.

Plus d'informations sont disponibles à : www.laurentian.ca. Les professeurs de l'UL font parti de l'APUL (L'Association des professeurs de l'Université Laurentienne). Plus d'informations sont disponibles à : www.lufapul.ca.

LIBRARY/BIBLIOTHÈQUE

Please address application to Lionel Bonin, Director of the J.N. Desmarais Library. Veuillez adresser votre demande à Lionel Bonin, Directeur, Bibliothèque J.N. Desmarais.

Tenure-track, Systems Librarian Position. Service-oriented professionals with a strong background in systems. Responsible for providing operational support for a networked integrated library system (SIRS). Qualifications: An ALA-accredited Master's degree in Library/Information Science; experience in the management and maintenance of computing systems in an academic library; knowledge of telecommunications and networking as they relate to library applications; thorough knowledge of bibliographic control standards and MARC record structure; familiarity with international library standards (e.g., AACR2, 239 50, MARC, ISD/ILL, NCI/ Dublin Core); experience with SIRS/Unicorn and Unicorn; UNIX environment, and experience with PERL and/or other scripting languages is preferred.

MIDWIFERY/SAGES-FEMMES

Please address application to Susan James, Director, Midwifery Education Program. Veuillez adresser votre demande à Susan James, Directrice, Programme de formation des sages-femmes.

Tenure-track position. This four-year undergraduate program is a part of a three-university consortium. Potential opportunities for graduate teaching in the future. Should have a minimum of five years professional practice experience and be eligible for registration with the College of Midwives of Ontario. Ph.D. is preferred; applicants without a PhD should include a graduate study plan with their application.

NURSING/SCIENCES INFIRMIÈRES

Please address application to Sharolyn Mossey, Director, School of Nursing. Veuillez adresser votre demande à Sharolyn Mossey, Directrice, École des sciences infirmières.

The School of Nursing offers a BScN, Primary Health Care NP and MScN programs. In addition to the documentation listed in the introduction also submit: a sample of scholarly writing; sample course outlines and teaching evaluations, if available; graduate transcripts. Three tenure-track for the English Nursing program. Candidates will have graduate preparation in nursing and a PhD is preferred. Evidence of a developing research and publication program is essential. Candidates with a background in adult geriatric and/or acute health care, child and maternal health, occupational health nursing and/or health services health policy are invited to apply. The School of Nursing has a commitment to Northern and rural health and health policy research and practice.

L'école des sciences infirmières de l'Université Laurentienne sollicite des candidatures à un poste de professeur menant à la permanence. La candidate ou le candidat doit avoir complété une maîtrise en nursing et un doctorat. L'expérience de l'enseignement universitaire et des compétences cliniques récentes constituent un atout.

PHILOSOPHY/PHILOSOPHIE

Please address application to the Chair, Department of Philosophy. Veuillez adresser votre demande au Directeur, Département de philosophie.

The Programme in Philosophy at Laurentian is offered jointly with the University of Sudbury. For information about the Department and the Joint Programme in Philosophy, visit our website at <http://laurentian.ca/philosophy/contact.htm>. Tenure track appointment at the rank of Assistant or Associate Professor. Area of specialization: 19th and 20th century European philosophy with emphasis on phenomenological and existential traditions. Area of Competence: social and political thought. Interest and ability to teach in Laurentian's Master's Degree in Interpretation and Values would be an asset.

PHYSICS & ASTRONOMY

Please address application to Doug Hallman, Director, Department of Physics and Astronomy. Veuillez adresser votre demande à Doug Hallman, Directeur, Département de physique et d'astronomie.

For further information, visit the web site of the department at www.laurentian.ca/physics/. Two tenure-track appointments at the Assistant or Associate Professor level. Applicants should have a Ph.D. in Physics, several years of relevant experience and, preferably, a research background in medical biophysics or particle astrophysics. Programs offered: MSc biomedical physics undergraduate program; general and honours physics degree; B.Sc. program in Radiation Therapy with Michener Institute for Applied Health Sciences and the Sudbury Regional Hospital Cancer Program (SRHCP). Research areas include medical, neutrino and dark matter astrophysics and trace radioisotope studies at the Sudbury Neutrino Observatory and the new SNDLAB facility, and theoretical condensed matter physics.

POLITICAL SCIENCE/SCIENCE POLITIQUE

Please address application to Mary Powell, Chair, Department of Political Science. Veuillez adresser votre demande à Mary Powell, Directrice, Département de science politique.

Tenure-track position in Canadian politics. Tenure-track position in comparative politics. The Department is particularly interested in candidates who are able to teach in a second field.

Un poste menant à la permanence en Relations internationales et politique du Moyen Orient. Expérience dans l'enseignement universitaire. Il ou elle a également un bon dossier de publications dans le domaine des relations internationales. L'enseignement est en français seulement.

PSYCHOLOGY/PSYCHOLOGIE

Please address application to Elizabeth Levin, Chair, Department of Psychology. Veuillez adresser votre demande à Elizabeth Levin, Directrice, Département de psychologie. The department is large and multiple collaborative opportunities exist within and outside the university. For example, opportunity exists to participate in a Master's and newly revised Ph.D. programs.

Developmental/Clinical Psychology: Tenure-track appointment at the Assistant Professor level to teach some combination of the following courses: Introduction to Psychology, Developmental Psychology, Clinical Psychology, Psychopathology, Social Psychology, and Psychometrics. Demonstrated research productivity, and teaching experience.

Design/Psychometrics: Tenure-track appointment at the Assistant Professor to teach some combination of the following courses: Psychometrics, Statistics, Research Design, Multivariate Statistics, Social Psychology, History of Psychology. Demonstrated research productivity, and teaching experience.

Experimental Psychology: Tenure-track appointment at the Assistant Professor to teach some combination of the following courses: Introduction to Psychology, Sensation and Perception, History of Psychology, Statistics, Research Design, and Cognitive Psychology. Demonstrated research productivity, and teaching experience.

Un poste menant à la permanence au rang de professeur adjoint. Les candidats doivent détenir un Ph.D. en psychologie et être admissibles à l'Ordre des psychologues de l'Ontario. Le candidat choisi aura à enseigner, en français, certains des cours suivants au 1er cycle: Introduction à la psychologie, Psychologie clinique, Psychologie sociale, Statistiques. La participation au programme de maîtrise interdisciplinaire en développement humain est désirable. Le département travaille à la mise sur pied d'un programme de maîtrise en psychologie, avec volet clinique.

SOCIAL WORK/SERVICE SOCIAL

Veuillez adresser votre demande à Duncan Matheson, Directeur, École de service social. Please address application to Duncan Matheson, Director, School of Social Work. Poste de professeur(e) à temps plein menant à la permanence pour la composante francophone. La personne enseignera au niveau des études de premier et de deuxième cycles. Il faut être titulaire d'un doctorat. De plus la personne doit posséder une expérience d'intervention directe auprès des individus, des enfants, et des familles.

SOCIOLOGY/SOCIOLOGIE

Veuillez adresser votre demande au Directeur, Département de sociologie. Please address application to the Director, Department of Sociology.

Poste menant à la permanence. Le candidat ou la candidate devra enseigner des cours en déviance et criminalité de même qu'en méthodes de recherche et en sociologie clinique. Il ou elle défendra un doctorat et saura démontrer l'excellence, ou un potentiel d'excellence, en enseignement, en recherche et en travail d'équipe. Le département offre un programme de baccalauréat et un programme de recherche en recherches sociales appliquées.

SPORTS ADMINISTRATION

Please address application to C. E. [K]i] Letroy, Director, School of Sports Administration.

Tenure-track position. A strong applied research record in one of the following areas: sport marketing, sponsorship, or consumer behavior, assume a leading role in developing the School's research program. The proposed MBA in Sports Administration, be able to teach undergraduate courses from among the following: Sport Marketing, Sport Marketing Research Methods, Facility Management, and Event Management. SPAD is a limited enrollment program. After 4 years, graduates receive an Honours Bachelor of Commerce in Sports Administration degree. The program is based on an interdisciplinary model with links to the School of Commerce and Administration and to the School of Human Kinetics.

CAUT Ad Hoc Investigatory Committee Report

into the termination of Dr. Laurent Leduc's participation in the continuing education division program on corporate social responsibility at the University of St. Michael's College, the University of Toronto

1. Committee and Mandate

This investigatory committee was set up by the Canadian Association of University Teachers as an ad hoc investigatory committee to examine the termination of Dr. Laurent Leduc's participation in the continuing education division program on corporate social responsibility (CSR), which he helped establish at the University of St. Michael's College (USMC) in the University of Toronto.

The members of the investigatory committee were Esam Hussein, professor and chair of mechanical engineering at the University of New Brunswick and Robert MacDermid, associate professor of political science at York University.

The committee was asked to investigate the actions of USMC in relation to its CSR program and the role of Dr. Leduc within it; to determine whether there were breaches of or threats to academic freedom, and to make any appropriate recommendations.

Correspondence and other documents cited in the report are referred to in square brackets throughout.

2. The Parties

The conflict involved Dr. Laurent Leduc and the continuing education division at USMC in the University of Toronto. Dr. Leduc holds a PhD in Ethics (Systematic Theology), 1993, from USMC and had taught courses with the University of Toronto faculty of arts.

In April 2000 Dr. Leduc agreed, on behalf of his company, Leadership Horizons, to a contract with the continuing education division at USMC to develop both a non-degree credit and a certificate credit program in corporate social responsibility. Dr. Leduc preferred to conduct his relationship with USMC through Leadership Horizons, unlike the personal contractual relationship most Canadian university academics and part-time instructors have with their employers. The CSR program brochure mentioned that Leadership Horizons "designs, develops, and delivers learning programs for Canadian business and institutions. Specializing in leadership style and corporate culture, Leadership Horizons helps organizations appreciate the importance of a multiple bottom line and works with them to increase their capacity as agents of positive change in the world."

The contractual arrangement involved both business and academic matters. To the extent that we are able, we focus our concern in this investigation on academic matters and, in particular, those relevant to academic freedom.

Dr. Mimi Marrocco, the director of continuing education at USMC, agreed to the contract with Leadership Horizons. Dr. Marrocco met frequently with Dr. Leduc during the development and delivery of the first session of the CSR program. She met with Dr. Leduc and the instructors to review program content and student assignments, and initiated a student evaluation of the first session of the program. It is our understanding from interviews and documents that Dr. Marrocco sought other partners for the CSR program and tried to develop other continuing education possibilities that at first Dr. Leduc understood to involve himself and Leadership Horizons.

Dr. Marrocco is a member of the USMC Continuing Education Council, an advisory body that reviews and approves continuing education programs.

Dr. Leduc interacted with the CSR program's advisory board, the Continuing Education Council and instructors (known as core faculty), who delivered parts of the program. At the inception of the CSR program the advisory board was a mixture of one tenured academic, a part-time univer-

sity instructor, several business executives, experts in business ethics and a representative of the Conference Board of Canada.

External to the university, Dr. Leduc interacted with the Niagara Institute¹ and the Conference Board. The Conference Board was billed as a partner with USMC and Leadership Horizons in the development of the CSR program.

One source for the conflict appears to have been a donation by Imperial Tobacco that was in part directed to support the CSR program. An acquaintance of Dr. Leduc's, Dr. Bruce Buchanan, became aware of the contribution to the program from Imperial Tobacco and in conjunction with Dr. Leduc, other members of the program advisory board and the Non-Smokers Rights Association, drew public attention to the donation.

We have avoided directly judging the appropriateness of the acceptance of a donation from a tobacco company. We assessed, however, the impact of such a donation on the academic climate and on academic freedom. In essence, our focus was on the effect of external factors on academic freedom in the insecure academic work environment of continuing and professional education.

Dr. Leduc's academic involvement with USMC also included a visiting scholar appointment with the Elliott Allen Institute for Theology and Ecology (EAITE), within the faculty of theology at USMC.

The parties involved are listed below, along with reference to those individuals interviewed and those contacted who declined to be interviewed:

- **Advisory Board, CSR Program**
Bob Willard, member
- **Conference Board of Canada**
George Khoury cancelled a scheduled interview
- **Continuing Education Division**
Mimi Marrocco, director, declined to be interviewed
- **Core Faculty**
David Simpson, Anne Kemp
- **Elliott Allen Institute for Theology and Ecology**
Stephen Dunn, founding and former director
Dennis Patrick O'Hara, director
- **Faculty of Theology**
Anne Anderson, dean
- **Friend of Dr. Leduc**
Bruce Buchanan
- **Laurant Leduc**
- **Leadership Horizons**
Laurent Leduc, director
- **Non-Smokers' Rights Association**
Garfield Mahood, executive director
- **The University of St. Michael's College**
Richard Alway, president, refused to be interviewed

Individuals selected for interviews were those who, in our view, had some academic involvement in the CSR program, or direct knowledge of the issue. It was a deliberate decision on our part not to examine business-related issues as we saw that as outside the scope of our mandate.

3. The Process

Both members of this ad hoc investigatory committee have some experience with professional and academic freedom issues. Professor Hussein has taught for many years in the training program for operators of the Point Lepreau Nuclear Power Station in New Brunswick. Professor MacDermid has studied, among other things, the effect of corporate donations on the political system. Both members are active in their local faculty unions.

In keeping with the terms of reference, the investigators have tried to focus on academic freedom and to avoid the complex business arrangements between USMC, Dr. Leduc and his company, Leadership Horizons. However, the impact of these issues on the exercise of academic freedom was taken into consideration.

After reviewing the background material made available to the committee by CAUT, both Dr. Leduc and USMC president Richard Alway were invited to submit names of individuals the committee might wish to interview. Dr. Alway declined [1] and Dr. Leduc suggested several names. The ad hoc investigatory committee compiled a list of individuals to interview that was representative of each side of the dispute. Dr. Marrocco initially agreed to meet with us but eventually declined on the advice of her solicitor. [2] Her decision meant we were unable to speak with the person who worked directly with Dr. Leduc and to some extent supervised his development and delivery of the CSR program, and was the signing authority for all related financial matters. On the other hand, the dean of the faculty of theology, Dr. Anne Anderson, was very cooperative and arranged for us to meet with the current director of EAITE, Dr. Dennis Patrick O'Hara, who had not responded to our request for a meeting.

Interviews were conducted between May 24 and May 28, 2004 in Toronto. The interviews were conducted either at the Delta Chelsea Hotel (Stephen Dunn, Anne Kemp and David Simpson), at the interviewee's office (Anderson, O'Hara and Garfield Mahood), at York University (Bob Willard), or at the interviewee's private residence (Buchanan and Leduc). Interviews extended from one to two hours.

4. The Events

Based on the interviews and the documents made available to us, we are able to reconstruct the circumstances surrounding this conflict as follows:

Dr. Leduc approached the continuing education division at USMC with a proposal for developing a continuing education program on corporate social responsibility. In April 2000 Dr. Leduc wrote to Dr. Marrocco, confirming an agreement on the new certificate program. This and subsequent contracts were between the USMC continuing education division and Leadership Horizons, a company owned by Dr. Leduc.

In July 2000 Dr. Leduc met with the Conference Board of Canada and in mid-September of the same year, it became a partner in the program.

Dr. Leduc tried, through Leadership Horizons and continuing education at USMC, to include the Niagara Institute as an additional partner in the CSR program. In December 2000, Dr. Marrocco wrote to Dr. Leduc [3] that "the current profit-sharing partnership with Leadership Horizons is specific and limited to the development and delivery of the Certificate in Corporate Social Responsibility." This appears to have made Dr. Leduc feel apprehensive about his relationship with Dr. Marrocco, as he saw this might result in him and his company being excluded from further partnership opportunities.

Prior to the first CSR session in February 2001, Dr. Leduc disagreed with Dr. Marrocco's suggestion that his theological credentials should be listed in the CSR program description. He felt his theological credentials should not be a prominent part of the CSR program brochure as the program was oriented towards attracting students from the business world.

In December 2000 Dr. Leduc learned that Imperial Tobacco had made a large donation to USMC that he understood would be used to support the CSR program. Dr. Leduc informed Dr. Marrocco that, in his view, this would affect the credibility of the program.

Between November 2000 and February 2001 Dr. Leduc negotiated with USMC over an acceptable contract between the continuing education division and Leadership Horizons. The discussion included, among other things, how the parties would split tuition payments and the size of program development fees.

The CSR program was first offered in February 2001. During the first session Dr. Leduc felt there was tension between himself and Dr. Marrocco. Dr. Leduc felt slighted by the informal and verbal process of student course evaluation conducted by Dr. Marrocco in the presence of the instructors. Dr. Leduc felt his performance had been adversely affected by the many logistical issues of the first weekend of the program.

In late February 2001 Professor Stephen Dunn agreed to mediate between the continuing education division and Leadership Horizons, over disagreements about how Dr. Leduc's company would be paid. Dr. Leduc understood he was to be paid a percentage of enrolments. A new contract was agreed to in March 2001.

In June 2001 the process of redesigning the CSR program started. [4] Dr. Leduc, who was not able to attend the meeting, felt he was "increasingly marginalized." Dr. Leduc believed his company's role in developing course content, facilitating sessions and coordinating the program had been ended.

In July 2001 the director of continuing education wrote to Bob Willard [5], a member of the CSR advisory board, stating the response of the participants to the first offering of the CSR program "was characterized by interest and engagement." The letter also indicated that an animator (Stephen Scharper) was hired for subsequent sessions of the CSR program and that Dr. Leduc was to complete a web-based version or component of the course.

In July 2001 Dr. Marrocco, in writing to advisory board member Willard [5], confirmed Imperial Tobacco had donated money for the "development of new program initiatives in continuing education, including the Certificate in Corporate Social Responsibility." The Imperial Tobacco donation was also announced in the fall 2001 edition of the USMC alumni newsletter: "The Certificate in Corporate Social Responsibility, initiated in collaboration with the Conference Board of Canada and Leadership Horizons, has grown to include a web-based component on 'Foundational Issues in CSR,' a development made possible by the generous financial contribution of one of our alumni, Robert Bexon (7T5) of Imperial Tobacco Ltd." [2]

In October 2001 Dr. Leduc wrote to president Alway requesting a meeting to "help in resolving important outstanding issues relating to Leadership Horizons' partnership with the University of St. Michael's College." [6] Dr. Alway advised that the issues should be discussed with Dr. Marrocco. [7]

The second session of the program was presented in November 2001. Following the weekend session, Dr. Leduc proposed an assignment for those completing the certificate about a tobacco company giving a donation to a university to set up an international centre for corporate social responsibility. [8] The assignment referred, indirectly (via websites), to a donation made by British American Tobacco to Nottingham University to establish an international centre for corporate social responsibility. According to Dr. Leduc, Dr. Marrocco and the session coordinator initially thought the assignment was appropriate, but wanted to consult with other instructors. Dr. Marrocco, according to Dr. Leduc, eventually concluded the assignment was not appropriate and an alternative assignment was substituted. It is our understanding the other instructors did not dissent from Dr. Marrocco's recommendation.

In January 2002 Willard resigned from the program's advisory board because of the acceptance of funding from Imperial Tobacco. [9]

In April 2002 a "Full and Final Settlement and Release" was agreed to by both Dr. Leduc and USMC. An unsigned version with a February 2002 date had previously been exchanged.

In September 2002 dean Anderson introduced Dr. Leduc to the University of Toronto Libraries as a visiting scholar with an appointment until August 2003. [10] Professor Dunn, then the director of EAITE, requested that Dr. Leduc be granted visiting scholar status because of his voluntary work with the institute and his appointment to its advisory committee.

On Nov. 5, 2002 the Non-Smokers' Rights Association issued a statement made available to the media entitled "Imperial Tobacco Limited and the University of St. Michael's College in the University of Toronto: Background Comments on Tobacco Funding of the Certificate in Corporate Social Responsibility Programme."

In January 2003, in response to inquiries from Dr. Leduc, Dr. Anderson wrote another letter, clarifying the nature of the appointment, requesting the return of faculty stationery, and notifying Dr. Leduc that the director of EAITE had removed his name from the institute's website as he was no longer active in institute affairs. [11] According to the new director of EAITE, Professor O'Hara, Dr. Leduc's name was removed from the institute's website as part of a general redesign that removed outdated information, such as the defunct advisory committee of which Dr. Leduc had been a member.

On Feb. 25, 2003 a letter protesting the donation from Imperial Tobacco was sent to Dr. Robert Birgeneau, president of the University of Toronto. The letter was signed by 10 individuals including two former CSR advisory board members (Willard [5] and Marilyn Laiken) and Dr. Leduc. In March 2003 the CAUT Bulletin published an article on the issue. [4]

Early in 2003 president Alway formed a committee to "investigate aspects of the institutional questions raised by public objections to the USMC's acceptance of a gift in 2001 from Imperial Tobacco." The committee reported in June 2003 proposing a policy for accepting corporate donations. [12]

On May 23, 2003, Dr. Leduc sent a \$20,544 invoice to dean Anderson about a feasibility study pertaining to the ecological education leadership program for EAITE. [13] Dean Anderson replied on June 17, 2003, returning

the invoice with the view that Dr. Leduc had "already billed \$21,603.92" for his work and was paid. The letter also informed Dr. Leduc he had "no agreement from EAITE to carry on 'partnership' conversations or otherwise with any body for which [Leduc] can expect to be paid by EAITE."¹⁴ Dean Anderson and Professor Dunn have explained this work was done and paid for by the Passionist Community⁵ under the authority of Dunn. The Passionist Community was not connected to the EAITE except through Professor Dunn's involvement in both.

In April 2004 president Alway requested that Professor Paul Perron "conduct an independent inquiry into the circumstances surrounding the discontinuance on April 2, 2002 of the services of Leadership Horizons and its principal, Dr. Laurent Leduc, to the continuing education division of this university."¹¹

On May 27, 2004, after agreeing to be interviewed by CAUT's ad hoc investigatory committee, Dr. Marrocco informed the investigators her lawyer had advised her that Professors Hussein and MacDermid "have neither a mandate from nor jurisdiction over St. Michael's or me (Dr. Marrocco), if you deliver a report no qualified privilege attaches. This means that, if you proceed and any statement about me in your report is defamatory, then I would have the right to sue for damages."¹²

On Sept. 23, 2004 Professor Perron's report found "that academic freedom was not involved in the matter but that there was a flaw in a commercial contract." The report went on to say "the disagreement was fundamentally commercial and not academic in nature, but there was obviously an academic component involved in the delivery of an education course. Academic freedom was not transgressed, but the partnership as well as the roles, responsibilities and final decision authority of the partners was badly defined." The public portion of Professor Perron's report amounted to two pages. A further unknown portion was provided to Alway for his confidential information and contained "details concerning the information I gathered, and the business transactions that pertained to the dispute."¹⁵

Further Background

5.1 USMC Continuing Education

Many of the courses offered by USMC's continuing education division have a spiritual or religious dimension in their titles, and most fall into three broad groupings: science, philosophy and theology; spirituality, ethics and pastoral care; and, literature. The division also offers programs or courses that provide a professional credit and, if desired, an academic credit in the form of a certificate.

Certificate programs at Ontario universities offer an undergraduate level credential that requires an instructor with the appropriate expertise and academic qualifications to construct the course and assess the work of the students.

"The University of Toronto School of Continuing Studies offers a growing number of Certificates in Continuing Studies, all of which are reviewed and approved by the Vice-President and Provost of the University of Toronto. To earn a certificate from the school, a student must complete a number of courses in a field of study within a given period of time (in most cases three to five years). A certificate from the School of Continuing Studies is not a degree from the University of Toronto. To earn a certificate, students must successfully complete a university-level program of study and pass rigorous academic evaluation."⁶

The cost of taking a non-credit course in continuing education at USMC, with as much as 12 hours of class time, is usually between \$100 and \$150. More intensive courses have higher tuition.

Continuing education also offers a master's degree program in Catholic leadership in collaboration with St. Michael's faculty of theology. Readers not familiar with the University of Toronto's history and its federation of religious universities and colleges will not know that USMC describes itself as a "Catholic University, [that] is committed to the study of the Christian tradition within a context of faith and to fostering the creative engagement of that tradition with the widest range of academic disciplines as well as with other traditions both religious and secular..."⁷

5.2 The Corporate Social Responsibility Program

In 2001 USMC added the certificate in CSR to its continuing education division programs. The certificate differed from other continuing education programs and courses in having a business focus, end in charging business school tuition rates of about \$9,600 for the full certificate program. The program brochure described four weekend-long sessions to take place in February and November of 2001 and February and November of 2002. There was also an on-line component that took place between sessions.

The CSR program is both a non-credit program and a certificate program. Students have the option of taking the courses without an academic credit or following the courses and completing extra work for a university certificate in CSR. The certificate is granted "to candidates who participate in a total of three required modules and one elective, who demonstrate an understanding of the principles of CSR and who successfully complete a number of assignments, both written and oral."⁸

The 2001 program brochure described the certificate in CSR as a "partnership" between USMC, continuing education in the University of Toronto, the Conference Board of Canada and Leadership Horizons. The current program website says the "Certificate in Corporate Social Responsibility is awarded by the University of St. Michael's College and the Conference Board of Canada..."⁹

The Conference Board of Canada website describes it as: "the foremost independent, not-for-profit applied research organization in Canada. We help build leadership capacity for a better Canada by creating and sharing insights on economic trends, public policy issues, and organizational performance. We forge relationships and deliver knowledge through our learning events, networks, research products, and customized information services. Our members include a broad range of Canadian organizations from the public and private sectors."¹⁰ The Conference Board's own board of directors includes senior executives of Canada's major corporations and is funded by many of those corporations. The Conference Board has published a number of papers on corporate social responsibility and in 2004 published its first Annual National Corporate Social Responsibility Report. Imperial Tobacco Canada is listed as one of the supporting sponsors of the report.

5.3 Teaching in Continuing Education

Understanding the employment policies that govern teaching in continuing education at USMC requires knowledge of several documents. Contracts with full-time faculty at the University of Toronto are described in a Memorandum of Agreement between the Governing Council of the University of Toronto and the University of Toronto Faculty Association. The University of Toronto Faculty Association is not a certified bargaining unit so the memorandum does not have the status of a collective agreement. It does, however, contain a clause on academic freedom.

The academic freedom of all faculty in the "university community" is further protected by the "University of Toronto Statement on Freedom of Speech," contained in the Manual of Staff Policies Academics/Librarians that says:

"In policies approved by the Governing Council, the University community has held that the essential purpose of the University is to engage in the pursuit of truth, the advancement of learning and the dissemination of knowledge. To achieve this purpose, all members of the University must have as a prerequisite freedom of speech and expression, which means the right to examine, question, investigate, speculate, and comment on any issue without reference to prescribed doctrine, as well as the right to criticize the University and society at large."

Whether instructors in continuing education and especially those teaching in certificate programs can make claims to academic freedom is an important part of this report. We take it that full-time and part-time instructors and indeed all academic staff have full and rightful claims to academic freedom in teaching and research. We discuss this understanding in more detail in a following section of this report.

5.4 Dr. Leduc's Employment Contract

Dr. Leduc agreed to two memoranda of understanding: the first between his company, Leadership Horizons, and USMC's continuing education division dated March 21, 2001, and the second between these two partners and the Conference Board of Canada's Canadian Centre for Business in the Community. Neither of these agreements appears to have been signed by any of the parties, although Dr. Leduc is of the opinion the parties agreed verbally to the contracts. We understand that neither of the draft contracts included a reference to academic freedom.

One important question in this inquiry was Dr. Leduc's contractual status. The CSR program was both a continuing education division program and a university certificate program. Dr. Leduc was hired so that a course would be instructed by someone with university teaching credentials — in this instance a PhD. Dr. Leduc's contract explicitly said he would instruct and supervise certificate students and maintain the academic standards required for the awarding of a certificate by the University of Toronto. This is an important point because it establishes Dr. Leduc's role as an academic supervising the granting of a university credential or certificate requiring university-level courses. Even if one argued that academic freedom did not extend to those teaching continuing education courses, Dr. Leduc was specifically employed to ensure students fulfilled the qualifications for a certificate program.

6. Academic Freedom

The central question of this ad hoc investigatory committee was to determine whether there were "breaches of or threats to academic freedom" accorded to Dr. Leduc in the course of developing, coordinating and teaching in the CSR program and certificate in the continuing education division at USMC in the University of Toronto.

6.1 What Is Academic Freedom?

Definitions of academic freedom are typically found in collective agreements, such as the Memorandum of Agreement between the University of Toronto and the University of Toronto Faculty Association:

"The parties to this Agreement acknowledge that the University is committed to the pursuit of truth, the advancement of learning, and the dissemination of knowledge. To this end, they agree to abide by the principles of academic freedom as expressed in the following statement: academic freedom is the freedom to examine, question, teach, and learn, and it involves the right to investigate, speculate, and comment without reference to prescribed doctrine, as well as the right to criticize the University and society at large. Specifically, and without limiting the above, academic freedom entitles faculty and librarians to: (a) freedom in carrying out their activities; (b) freedom in pursuing research and scholarship and in publishing or making public the results thereof; and (c) freedom from institutional censorship. Academic freedom does not require neutrality on the part of the individual nor does it preclude commitment on the part of the individual. Rather academic freedom makes such commitment possible."¹¹

The CAUT Policy Statement on Academic Freedom explains its importance in teaching and research, emphasizing its centrality in the search for knowledge:

"The Canadian Association of University Teachers is dedicated to the promotion and protection of academic freedom. The common good of society depends upon the search for knowledge and truth and its free expression. Academic freedom is essential for these purposes. Academic freedom does not require neutrality on the part of the individual. Rather academic freedom makes commitment possible.

"Academic staff, like all other groups and individuals, are entitled to enjoy recognized civil, political, social and cultural rights. Therefore, all academic staff must enjoy freedom of thought, conscience, religion, expression, assembly and association as well as the right to liberty and security of the person and liberty of movement. They must not be hindered or impeded in exercising their civil rights as citizens, including the right to contribute to social change through freely expressing their opinion of state policies and of policies affecting higher education. They must not suffer any penalties simply because of the exercise of such rights.

"Academic staff are entitled to the exercise of academic freedom. Academic freedom includes the right, without restriction by prescribed doctrine, to freedom of teaching and discussion, freedom in carrying out research and disseminating and publishing the results thereof, freedom in producing and performing creative works, freedom to engage in service to the institution and the community, freedom to express freely their opinion about the institution, its administration, or the system in which they work, freedom from institutional censorship and freedom to participate in professional or representative academic bodies.

"Academic staff must not be forced to teach against their own best knowledge and conscience or be forced to use curricula and methods contrary to national and international human rights standards. Academic staff must play the predominant role in determining the curriculum and assessment standards.

"All academic staff must have the right to fulfil their functions without discrimination of any kind and without fear of repression by the state or any other source."¹²

Both of the preceding definitions include teaching as part of academic freedom. We understand this to mean the freedom to determine course content, how courses will be conducted and how students will be evaluated. Academics are hired because of their expertise in a field of knowledge. The freedom to determine the process of teaching is rooted in this command of a body of knowledge. The ability to determine what is to be taught and how it is to be taught arises from this expertise. That expertise is the reason for employment at a university that protects academic freedom. Any constraints on this freedom to teach can only originate from within the community of scholars that are experts in the field and teachers in the university. As a community, they may establish expectations and practices that members of the community may follow.

6.2 Who Can Claim Academic Freedom?

The question is more complicated than it first appears. During the course of our investigation we asked people what they understood academic freedom to mean, how academic freedom is protected or guaranteed and who has the right to make claims to academic freedom. The answers they gave to these questions were often related to their position within the university. People in administrative positions within universities or within faculty associations tended to see academic freedom in relation to specific contractual statements or collective agreements or in relation to academic tenure. Although academic freedom and the status of tenure are often linked, most definitions separate the two. Tenure is a contractual relationship, the requirement that cause is demonstrated before dismissal, as compared to the ability to hire academic staff on short-term contracts without tenure. Tenure obviously entrenches academic freedom by protecting academics against hasty discipline that may follow on controversial statements. Although tenure reinforces academic freedom, it is the university that guarantees academic freedom to all those who teach and research within its walls.

Over the past 20 years the percentage of professors hired on short-term contracts has increased to the point where it is not uncommon to have a significant number of a program's courses taught by academically-qualified faculty who are hired on either a per course basis or a full-time contract that has a specific termination date in the near future. Are qualified academics in contingent employment situations extended the same academic freedom as tenure stream faculty? Although some academic freedom guarantees are found in collectively-bargained contracts that may not extend to contingent employees, to our knowledge, no university has made a distinction between academic freedom extended to short-term and tenure stream faculty. Universities have not said at any time that some professors have the protection of academic freedom and others do not. Such a position would be difficult to defend and would be an open admission that some faculty do not enjoy the freedom to speak and write critically.

The collective agreement between the University of Toronto and CUPE 3902, which represents some part-time lecturers and graduate student teaching assistants as well as other employees, contains no specific academic freedom clause and makes only passing reference to it in defining sexual harassment as something "that exceeds the bounds of freedom of expression or academic freedom as these are understood in university policies and accepted practices, including but not restricted to those explicitly adopted."¹³

Universities are also increasingly relying on adjunct, honorary and post-retirement (sometimes unpaid) appointments to contribute to research programs. Such appointees should also have the protection of academic freedom while performing academic duties. The limited term employment of teachers and researchers is not conducive to claims of academic freedom. Those who wish to have employment continued are not likely to make statements that challenge conventional understandings or challenge the goals and directions of the university. As the number of faculty with short-term contracts grows, this is an issue that deserves much more attention.

6.3 What Courses Are University Courses?

For some time, universities have been interested participants in non-degree courses and programs in continuing education. Such programs have traditionally been bridges to the wider community. Some may also have become opportunities to return profits to support courses and programs.

Does academic freedom extend to those who teach continuing education courses? Such distinctions are not made in academic freedom clauses. Academic freedom is rightly claimed by all people who are considered to be academics, regardless of their contractual status. If academic freedom is not extended to part-time faculty and those teaching continuing education courses, then administrators should make this clear to both teachers and students. If teaching by part-time faculty or teaching in continuing education programs is not protected by academic freedom, then we should expect faculty to be less motivated to engage in teaching innovations, and to be less critical in their teaching, given the lack of institutional protection.

6.4 Teaching and Academic Freedom

Academic freedom in teaching means courses and knowledge cannot be completely reduced to a curriculum or a sequenced group of ideas, but must be continually open to reformulation, through reinterpretation, through the addition of new ideas and the removal of others. The right

to employ one's expertise in the design of a course is an academic freedom as is the right, once hired or paid by the university, to have the freedom to present one's understanding and ideas about a topic in the classroom without constraint. It is the freedom to introduce new ideas and research into teaching and the freedom to reformulate existing bodies of knowledge in new ways. Finally, it is the obligation to question conventional approaches to subjects.

Academic freedom pertains to all aspects of teaching in the university, including decisions about course content, how it is presented in the classroom and how students are evaluated. Course content and form may be decided through discussion between academics with knowledge and expertise in a field. It is the instructor's freedom to decide questions about course design individually or to submit to collective decisions with others, but reserving the right to dissent. Were this freedom not present, then all teaching could be reduced to a curriculum from which no dissent would be possible.

6.5 Freedom to Set Assignments

The freedom to determine the ways in which students are assessed and to gauge a student's success in acquiring, understanding, using and critiquing knowledge are central elements of academic freedom. Attempts to standardize evaluation or to make it subject to group evaluation by academics and non-academics challenges the freedom to invent new pedagogies and to understand learning in new ways. Academics that privilege the importance of the use of knowledge may wish to evaluate students in situations where that knowledge is put to real use. Medical students learn not only a set of ideas but also how to apply them in clinical situations. This same approach to evaluation is used in many other disciplines and particularly in business and law schools where the case study predominates as a form of pedagogy. Using methods of assessment that draw upon a student's experience may be particularly relevant in teaching adult students, who can apply ideas from the classroom to experiences beyond it, enabling a critique of their own experiences and an understanding of the application of the knowledge they are in the process of acquiring. The freedom to determine forms of student assessment is not just a matter of academic freedom but also a requirement for an instructor to respond to the diversity of learning styles.

Decisions about the modalities of teaching, the pedagogy, the conduct of classes, the relationship between instructor and student, and the form of evaluation are all elements of academic freedom, which is the freedom to determine how best students can learn in addition to what they should learn.

6.6 The Freedom to Challenge Conventional Norms Backed by Powerful Interests

The conventional ideas of many disciplines are backed by powerful supporters within and outside the academy. Academic freedom protects those who challenge conventions and who speak out, to either explain or challenge the relations of power that are behind conventional knowledge and the social positions that have grown up around those conventions. Academic freedom is this right to speak truth to power. One might even say obligation to speak that truth in return for some form of protection against the retribution of the powerful. This is a freedom that citizens outside of academia do not share, for they are open to the reprimands of those who supply their livelihood and subject to silencing or self-silencing in return for the maintenance of that livelihood. The division of interest and opinion between employers and employees means that freedom to speak from and about the workplace, and even outside it, may be curtailed or absent.

Since others cannot share the protection of the university, academics have an obligation to challenge conventional views on behalf of others. Academics must have the freedom to be curious about unanswered questions and about incomplete or unsatisfactory answers. They must be free to pursue research without direction from an employer or powerful individuals or organizations within society.

7. Findings

The dispute between Dr. Leduc and USMC raises questions about business relations and personal conflicts, and about academic freedom in continuing and professional education. Though we are chiefly concerned with academic freedom, we raise additional questions for the sake of completeness.

7.1 Business Matters

These were not directly addressed by this committee, and were settled between the parties. However, Professor's Perron's inquiry (initiated by president Alway), indicated "there was a flaw in a commercial contract." [15] The portion of Professor Perron's report that may have explained the nature of this flaw was confidential.

7.2 Imperial Tobacco Donation

This committee did not address the appropriateness of this donation. USMC formed an internal committee (led by dean Anderson) to develop a policy on institutional donations. [12]

7.3 Academic Freedom

7.3.1 Professor Perron's Inquiry [15] — Professor Perron was asked to investigate whether Dr. Leduc's academic freedom had been "transgressed." Unfortunately, Professor Perron's two-page report explains neither the reasoning nor the evidence behind his conclusion that "academic freedom was not involved in the matter" and that "academic freedom was not transgressed." He found "there was a lack of consensus about a product to be delivered and by whom and how, which lead to a dispute and to the eventual breakdown of a commercial relationship. The disagreement was fundamentally commercial and not academic in nature but there was obviously an academic component involved in the delivery of an educational course." The report finds "academic freedom was not transgressed but the partnership as well as the roles, responsibilities and final decisional authority of the partners were badly defined." Professor Perron concludes his findings by writing "I am not qualified to assess if the treatment of the proposed course materials in the program was appropriate, but the second, third and fourth sessions of the program in Corporate Social Responsibility were vetted and approved by the academic committee with one dissenting voice — Laurent Leduc's — at the second session." Professor Perron's brief report casts Dr. Leduc's relationship with USMC as a commercial agreement. We do not disagree that an apparently unsigned, but verbally agreed to, commercial agreement or contract existed between Leadership Horizons, Dr. Leduc's company, and USMC. The contract was for the creation and teaching of a continuing education program and a university certificate program. We do not disagree that there was a dispute about the terms of the contract, what they meant, who was owed what, who owned what, and if the contract could be changed or altered. However, the contract was about the creation and delivery of an academic program by an instructor, who Professor Perron does not, tellingly in our view, deny has the right to academic freedom. All academics have contractual relationships with universities. A signed agreement or a collective agreement does not replace or negate academic freedom. All qualified instructors teaching courses within a program offered by a university must be able to claim academic freedom. A dispute about a contract to teach a course will almost inevitably raise issues of academic freedom. In our view, this dispute involved the important freedom to decide how students should be assessed without reference to non-experts. Professor Perron does not mention this in his report.

7.3.2 Imperial Tobacco's Donation — We know some of the differences between Dr. Leduc and USMC stemmed from his belief that a donation to the CSR program had been made by Imperial Tobacco Canada. He indicated to us that during his period of employment with USMC, he had questioned Dr. Marrocco about the source and use of the donation. We also know that when Dr. Leduc was no longer involved with the CSR program, he drew the donation to the attention of the Non-Smokers' Rights Association and participated in a broader campaign to publicize the involvement of tobacco companies in universities. We could not find evidence proving Dr. Leduc's objection to the Imperial Tobacco donation was connected to his treatment by USMC.

7.3.3 Determining the Form of Student Evaluation — The dispute about academic freedom arose from the replacement of an assignment proposed by Dr. Leduc. [8] The assignment asked that students to examine the ethical questions involved in a real world case of British American Tobacco Company making a contribution to a corporate social responsibility program at the University of Nottingham. It may be that Dr. Leduc presented this assignment as a challenge to test the assertion that the Imperial Tobacco donation had no direct impact on the USMC CSR program. In Dr. Leduc's view, the assignment was replaced without a proper explanation. Dr. Marrocco refused to meet with us, and as such we do not know her reasons for replacing the assignment. The authors of this report agreed that the decision to block the assignment proposed by Dr. Leduc raised serious questions of academic freedom. Dr. Marrocco's re-

refusal to cooperate with this inquiry deprived us of the opportunity to obtain her perspective on events. The authors also believe the preparation of the program and its delivery was a team teaching effort, coordinated by Dr. Marrocco. That Dr. Leduc submitted the assignment to Dr. Marrocco for approval shows he accepted her role as the program coordinator. When several instructors are involved in the same course, no single one of them has the right to impose his or her will on the others — there must be some give and take. According to Dr. Leduc, no reasonable explanation was given for rejecting his proposed assignment, although we understand the other instructors did not dissent from Dr. Marrocco's recommendation. But in a team-taught course, consultation with other instructors via the course coordinator is expected. Every instructor deserves, and has the right to receive, sound reasons for the denial of a proposed course activity, including introducing an assignment. In this regard, Dr. Leduc's academic freedom was infringed upon.

7.3.4 Team Teaching — Where more than one individual is responsible for creating and delivering a course, issues of academic freedom in the choice of content and how it is delivered may arise. This will partly depend on the extent of collaboration and the relationships between the collaborators. It is our impression that team-taught courses are increasing and may be even more common in continuing education environments. If the latter is the case, the director of the program, or someone without expertise in the field, may be able to influence the content and delivery of the program. This may be a greater concern where course directors are on short-term employment contracts. Academic freedom may be difficult to assert in team teaching. There are no clear guidelines on handling academic freedom issues when teaching as a part of a team. CAUT should develop model policies for exercising academic freedom in team teaching. Team teaching in continuing and professional programs poses an additional challenge to the practice of academic freedom. The process of decision making in the CSR program was not clearly defined. Who selected the core faculty, what topics core faculty taught and how students enrolled in the certificate program were evaluated seems to have been a mixture of individual and group decisions with Dr. Marrocco exercising some authority over all of these areas.

7.3.5 Contractual, Professional and Business Relationships — Although it can be argued that contractual relationships are legal matters, there is an understanding that courses offered and research done in the university context carry in the minds of students and academics the implicit presence of a disinterested, truth-driven environment. Academic freedom should be maintained whether the instructor is or isn't bound by a business contract and as long as the teaching is done under the auspices of an academic institution. CAUT's policies should assert the principle that academic freedom is not limited by contractual arrangements in professional and continuing education programs in the same manner that academic freedom should not be infringed upon by research contracts.

7.3.6 The Context of Continuing Education — Continuing education courses that have a professional development element or a university certificate, as was the case for the CSR program, attract students because such non-credit courses benefit from being connected to the reputation of a university. The courses are often taught by staff with short-term contracts. In the absence of statements to the contrary, we believe all instructors, and particularly those with normally accepted university-level teaching qualifications, should be protected by academic freedom even, or perhaps especially, when teaching continuing education courses. All teaching in a university classroom in university courses must be protected by academic freedom. Academic freedom in continuing education also protects students and gives them a safe environment in which to express their views and opinions. CAUT needs to develop model policies, and procedures for hiring instructors in continuing and professional education programs and redressing their grievances, conflicts of interest, evaluation and protection from retributions.

7.3.7 Visiting Scholars, Adjunct Faculty, Unpaid Instructors and Researchers — The status of visiting scholars and their rights and freedoms at their host institution are often unclear. Dr. Leduc was, after a period, asked to return faculty of theology stationary, but his status as a visiting scholar and his library privileges continued. The dean asked for the return of faculty stationary, so that Leduc could not speak on behalf of the faculty. In our view, it is unlikely an external observer will see correspondence signed by a visiting scholar as a statement by an institution. It is more likely to be seen as an indication the author has some academic credibility. There was a plausible explanation for removing Dr. Leduc's name from the EAITE website, as many others were removed at the same time. However, during

a tense period, this further increased Dr. Leduc's feeling of alienation. CAUT is urged to develop policies on the rights and responsibilities of affiliated unpaid scholars (in a manner analogous to that developed to protect the academic freedom of graduate students).

7.3.8 Use of Academic Credentials — Dr. Leduc alleged he was pressured to declare his theological credentials. If true, this is an unreasonable request since the common practice is to state the degree without the specialty. However, professionals usually add the abbreviation of their professional registration after their name. This is usually optional in the academic environment and it should be left to the individual to choose how to indicate their credentials.

8.

Summary

There are many issues entangled in the dispute between Dr. Leduc and USMC. Differences grew from how business and operational practices developed and from the fact the parties had different conceptions of their roles. The practice of contracting with a company rather than an individual made relationships less clear and open to differing interpretations. The writing and rewriting of contracts without formally signing them contributed to a lack of clarity in roles and expectations. Different views about the effect of the Imperial Tobacco donation on the CSR program further complicated the relationship. When combined, these aspects created an unhealthy and chilly climate for the conduct of a collaborative endeavor.

The dispute with USMC raised the important question of whether academic freedom applies to professional and continuing education programs offered by universities. Our view is that it certainly does. What makes a university an attractive place for such courses is the vigor, independent thinking and intellectual leadership expected of academics, otherwise, participants would opt for programs offered by the private sector. But protecting the academic freedoms of instructors on short-term contracts and outside regular academic courses and normal academic hiring practices and contracts is a challenge in a period where universities are increasingly using short term and "flexible" employment practices and accepting, if not encouraging, "entrepreneurial" forms of delivering courses and programs that try to evade usual labour practices. These practices can effectively, if not intentionally, limit academic freedom. Moreover, there are no clear and immediate procedures to appeal or grieve decisions made by the employer in this short-term employment environment.

Differences of opinion between Dr. Leduc and USMC over his roles in affiliated programs and institutions raised more general questions about the roles and responsibilities of adjunct and honorary unpaid faculty. Do they also enjoy academic freedom? If so, what measures are there to ensure their freedom is protected? Our view is that when performing university duties, whether paid or unpaid, the principles of academic freedom should prevail.

9.

Conclusions and Recommendations

Waning government support for higher education has forced many universities to explore ways to supplement their funding by expanding into the area for professional and continuing education. Although this further enhances the role of universities within society, it poses a number of challenges, and even threats, to the integrity of the academic endeavour. The concept of for-profit education has introduced business arrangements that have the potential to curtail academic freedom. In attempting to ensure the financial success of such programs, universities and instructors may wish to avoid offending their "clients" from the business sector. The involvement of contract staff in such professional education programs can also restrain the ability of instructors to express their views and ideas. Without proper safeguards, the involvement of contract teaching staff may create an unhealthy institutional culture with an imbalance of power between the employer and the temporary, sessional employees. Professional education programs also involve team teaching, with its complicating effect of clash of values and approaches.

The continuing shortage of public funding has increased the involvement of adjunct, honorary (or even retired) unpaid (or symbolically paid) faculty. The academic freedom of these affiliated faculty members should be protected if universities are to continue to be trusted sources for independent and critical thinking.

9.1 Recommendations for CAUT

- CAUT should develop model policies or guidelines to assert that the principle of academic freedom is not limited by contractual arrangements in the context of professional and continuing education programs (in the same manner that academic freedom should not be infringed on by research contracts).

- CAUT should develop model policies or guidelines for exercising academic freedom in team teaching environments.

- CAUT should develop model policies or guidelines for hiring instructors in continuing and professional education programs and redressing their grievances, possible conflicts of interest, evaluation and protection from retribution.

- CAUT should develop model policies or guidelines on the rights and responsibilities of affiliated but unpaid scholars (in a manner analogous to that developed to protect the academic freedom of graduate students).

- CAUT should continue to encourage faculty unions to include part-time faculty where this is not the case, or otherwise help in ensuring that they are covered by contracts that contain academic freedom clauses and the means for grieving and enforcing those rights.

- CAUT should investigate universities' reliance on corporations to fund specific courses and programs and how this may affect academic freedom.

- CAUT should investigate the practice of engaging an instructor through a contract with a company. How widespread is this practice and what threats does it pose to academic freedom, hiring procedures, collegial review of course and program content, collective contracts and a number of other very important issues?

9.2 Recommendations for the University of Toronto and USMC

- The University of Toronto and USMC should devise a policy for co-operating with CAUT inquiries into cases involving alleged violations of academic freedom. Ignoring or obstructing an independent inquiry hurts the university's reputation in the wider academic community.

- The University of Toronto and USMC should review the practice of engaging corporate entities rather than individual instructors to teach continuing education or degree or certificate credit courses and should make the preservation of academic freedom a central focus of that review.

- The University of Toronto and USMC should review the way part-time continuing education instructors are hired. Our inquiry found that Dr. Leduc's contract was not signed by an official of the university. Moreover, his written contract was revised on at least one occasion. The contract's lack of clarity led to misunderstandings on both sides.

- We believe that there needs to be a much clearer statement of the academic freedom of instructors in continuing education courses. In our view, continuing education should not be permitted to trade upon the values of the university without making its commitments to academic freedom explicit. The University of Toronto and USMC should provide guidelines to continuing education instructors that discuss academic freedom and develop a process for allowing complaints to come forward and be resolved in an impartial and timely manner. This will enhance the credibility of their continuing education programs, and provide reassurance to instructors that their freedom in the classroom is respected and protected.

- Both institutions should devise a policy for protecting academic freedom in courses with multiple instructors. Program directors need to be advised that their role in the classroom does not exceed that of any other instructor, even when acting as coordinators.

10.

References

10.1 Cited Documents

Correspondence and other documents referred to in square brackets throughout the report are listed below:

1. Alway to MacDermid, re: CAUT ad hoc investigatory committee, April 7, 2004.
2. Marrocco to MacDermid and Hussein, May 27, 2004.
3. Marrocco to Leduc, Dec. 5, 2000.
4. Kemp and Leduc, e-mail exchange, June 2001.
5. Marrocco to Willard, July 10, 2001.
6. Leduc to Alway, Oct. 4, 2001.
7. Alway to Leduc, Oct. 29, 2001.
8. reflection paper, assignment proposed to November 2001 session.
9. Willard to Marrocco, resignation, Jan. 18, 2002.
10. Anderson to Roberts Library/ Kelly Library, Sept. 5, 2002.
11. Anderson to Leduc, Jan. 15, 2003.
12. Report of the Committee on Institutional Donations on the Collegium of the University of St. Michael's College, June 27, 2003.
13. Leadership Horizons to Elliott Allen Institute of Theology and Ecology, invoice, May 23, 2003.
14. Anderson to Leduc, June 17, 2003.
15. Alway to MacDermid, with copy of Perron's report, Sept. 30, 2004.

10.2 Endnotes

1. The Niagara Institute is part of the Conference Board of Canada. It is a private educational institution that offers leadership skills training to the business community.
2. *DoubleBlue*, University of St. Michael's College Alumni Newsletter, vol. 39:2, fall 2001, p. 25.
3. Resigned in January 2002.
4. www.caut.ca/en/bulletin/issues/2003_mar/news/stmikes.asp.
5. The Passionist Community is a Catholic religious order that maintains the Centre for Ecology and Spirituality.
6. <http://learn.utoronto.ca/uoft/professional/certificates.asp>.
7. www.utoronto.ca/stmikes/about/mission.html.
8. www.utoronto.ca/stmikes/csr/0506program.html.
9. Ibid.
10. www.conferenceboard.ca/Default.htm.
11. Article 5: Academic Freedom and Responsibilities.
12. www.caut.ca/en/policies/academicfreedom.asp.
13. Collective agreement between the Governing Council of the University of Toronto and the Canadian Union of Public Employees, Local 3902, p. 3.

Respectfully submitted:

Esam Hussein
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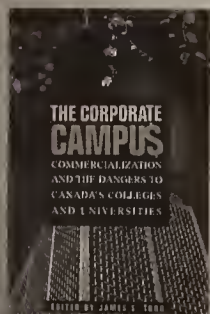
Robert MacDermid
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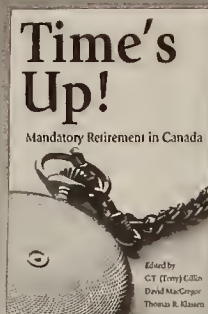
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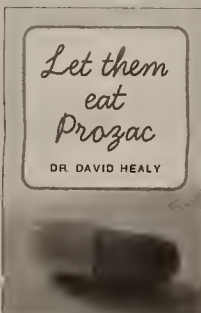
Disciplining Dissent
William Bruneau &
James L. Turk (eds), 2004



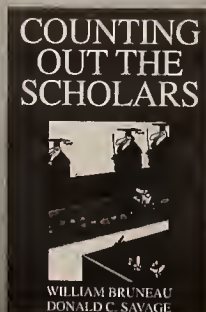
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C.T. (Terry) Gillin, David MacGregor
& Thomas R. Klassen, 2005



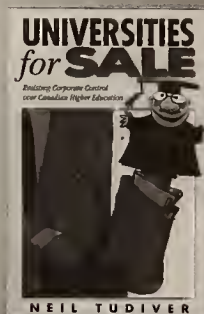
Let Them Eat Prozac
David Healy, 2003



Counting Out The Scholars
William Bruneau & Donald C. Savage, 2002



The Olivier Report
Jon Thompson, Patricia Baird
& Jocelyn Downie, 2002



Universities For Sale
Neil Tudiver, 1999

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■ CLASSICAL STUDIES – University of Windsor. The University of Windsor invites applications for a tenure-track position in Classical Studies at the rank of Assistant Professor commencing July 1, 2006. This position is subject to final budgetary approval. For a detailed position description visit our website at www.uwindsor.ca/facultypositions. Contact: Dr. Diemid Lyle, Head, Languages, Literatures, and Cultures, University of Windsor, Windsor, Ontario, N9B 3P4; Tel: 519.253.3000; Ext. 2062; Fax: 519.971.3648; email: lady@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Professor Brian M. Mares, Director, Faculty Recruitment at 87.665.6808 (toll free) within North America, call collect outside of North America at 519.561.1432 or Email: recruitment@uwindsor.ca.

■ COMMUNICATION – Simon Fraser University. The School of Communication at Simon Fraser University invites applications for a tenure-track position at the rank of Assistant Professor in the area of media, culture and technology. The successful candidate will have research and teaching interests and experience in two or more of the following areas: media history, new media, research design, popular culture, mobilities and the global, digital, democratic communications and social movements. Candidates should have a PhD in communication, or a cogent research proposal. For information on graduate teaching, candidates will be expected to mentor, supervise and teach graduate students, and to participate in the governance and affairs of the School. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Simon Fraser University is committed to employment equity and welcomes applications from all ethnic women and indigenous peoples, minorities, aboriginal people, persons with disabilities, gay men and lesbians. All appointments are subject to budgetary authorization. Under the authority of the University Act, personal information that is required by the University for academic appointment competitions will be made available. For details see http://www.sfu.ca/vpacademic/FacultyOpenings/Collection_Notice.html. Applications should include a CV, a statement of research and teaching interests, and a sample of published work (or a work prepared for publication). Letters from three referees should be sent to the Chair of the Department. Applications must be received by Tuesday February 28, 2006, addressed to: Dr. Martin Lala, Director, School of Communication, Simon Fraser University, 888 University Drive, Burnaby, BC V5A 1S6, Canada; www.sfu.ca/communication.

■ COMMUNICATION STUDIES – Concordia University. Please refer to the Concordia University Faculty of Arts and Science display advertisement in this issue for a teaching position in Communication Studies.

■ COMPUTATIONAL BIOLOGY – University of Toronto. The Department of Computer Science and the Faculty of Medicine at the University of Toronto invite applications for an appointment at the rank of Assistant Professor in the area of computational biology or bioinformatics to begin July 1, 2006. The Department of Computer Science and the Faculty of Medicine have very strong ties, with joint programs, joint appointments in computational biology and a number of existing collaborations between researchers in computer science and various researchers and labs in the Faculty of Medicine. The Department of Computer Science is an international leader in research and teaching, with recognized strength in most areas of computer science. The Faculty of Medicine is an international leader in research and teaching, with a dynamic and exciting health research community. This is the largest research institution in Canada with the health research community. The successful candidate will have the opportunity to facilitate further interaction with other researchers in the field. The strengths in computational biology and bioinformatics (and computational, medical and biological sciences more broadly) that exist across the University to facilitate collaborative interactions, the candidate will be offered space in the Department of Computer Science and in the Department of Biology through the Donnelly Centre for Cellular and Biomolecular Research, a new and cutting-edge interdisciplinary research centre at the University of Toronto. The Donnelly CCBR will house 35 Principal Investigators working on functional genomics, proteomics, developmental and stem cell biology, bioengineering, and molecular imaging. It is a new, architecturally spectacular building in the heart of Toronto's research district. Candidates should have (or be about to receive) a PhD in computer science, or in an equivalent field with a research focus on computational methods applied to biological problems and data. The candidate must demonstrate an ability to pursue innovative research, and a strong commitment to graduate and undergraduate teaching. Salaries are competitive with our North American peers and will be determined according to the successful applicant's experience and qualifications. This is a vibrant and exciting position, one of the most desirable in the world in which to work and live. It is also a major centre for advanced computer, medical and biological technologies. The University has strong interactions with these industries. Applicants should include curriculum vitae and list of publications. Please send by email (text or PDF only) to faculty-search@cs.toronto.edu or by post to Faculty Search Committee, Department of Computer Science, University of Toronto, 10 King's College Road, Rm. 3303, Toronto, Ontario, M5S 3G4, Canada. The review of applications will commence on January 30, 2006 and will continue until the position is filled. Applications should be received by March 1, 2006 for full consideration during the current recruitment cycle. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ COMPUTER ASSISTED LANGUAGE TEACHING – Concordia University. Please refer to the Concordia University Faculty of Arts and Science display advertisement in this issue for a teaching position in Computer Assisted Language Teaching.

■ COMPUTER SCIENCE – University of Waterloo. The University of Waterloo invites applications for two tenure-track faculty positions in the School of Computer Science. In the areas of bioinformatics and software security, respectively. Candidates at all levels of experience are encouraged to apply. Successful applicants will join the University of Waterloo are expected to develop and maintain a productive program of research, attract and develop highly qualified graduate students, provide a stimulating learning environment for undergraduate and graduate students, and contribute to the administration of the School. A PhD in Computer Science, or equivalent, is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to commence during the 2006 calendar year. With over 65 faculty members, the University of Waterloo's School of Computer Science is one of the largest in Canada, and has an excellent reputation in pure and applied research and houses a diverse research program of international scope. The review of applications will commence on January 30, 2006 and will continue until the position is filled. Applications should be received by March 1, 2006 for full consideration during the current recruitment cycle. The University of Waterloo is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ COMPUTER SCIENCE – McGill University. The School of Computer Science at McGill University wishes to invite applications for two tenure-track positions at the assistant professor level, to begin June 1st 2006. One position is in the systems area, including, but not limited to, networks, software testing, architecture, real-time systems, mobile computing, and distributed computing. The other position is the general area of computer graphics, including human-computer interaction and visualization. For an application, including a curriculum vitae, a list of publications with copies of one or two sample papers, a research proposal as well as a teaching proposal, and the names and email addresses of three referees should be sent to: Head, Search Committee, School of Computer Science, McGill University, McConnell Engineering Building, #318, 3480 University Street, Montreal, QC H3A 2A7. The review process will start immediately and the search will continue until the positions are filled. Further information about our department and the status of the job openings may be found on our web page: <http://www.cs.mcgill.ca>. We encourage all qualified candidates to apply; however, Canadians and permanent residents of Canada will be given priority. McGill University is committed to equity in employment.

■ COMPUTER SCIENCE – McGill University. The School of Computer Science at McGill University wishes to invite applications for a tenure-track position at the assistant professor level, to begin June 1st 2006. Applications for more senior positions are also welcome. We are searching for a computational biologist who is interested in either of the following areas: bioinformatics, database and system design, bioinformatics algorithms and data structures, machine learning approaches in bioinformatics, and computational modeling of biomolecules. Bioinformatics at McGill University has greatly expanded over the past few years and the search will benefit from a world class medical school of biomedical research programs. The McGill Centre for Bioinformatics is comprised of approximately 15 members who are involved in large scale projects that include (but are not limited to) areas such as genomics, functional genomics, proteomics, protein-protein interaction, structural biology, clinical informatics, phylogeny, genome evolution, functional genomics, medical imaging and cellular simulation. Hardcopy applications, including a curriculum vitae, a list of publications with copies of one or two sample papers, a research proposal as well as a teaching proposal, and the names and email addresses of three referees should be sent to the Search Committee, School of Computer Science, McGill University, McConnell Engineering Building, #318, 3480 University Street, Montreal, QC H3A 2A7. The review process will begin immediately and the search will continue until the positions are filled. Further information about our department can be found on our web page: <http://www.cs.mcgill.ca>. Information regarding the McGill Centre for Bioinformatics may be found at: <http://www.mcb.mcgill.ca>. We encourage all qualified candidates to apply; however, Canadians and permanent residents of Canada will be given priority. McGill University is committed to equity in employment.

■ COMPUTER SCIENCE – University of Toronto. The Department of Computer Science invites applications for two positions at the rank of Assistant Professor in the areas of database systems, software engineering and computer systems (including, but not limited to operating systems, networks, computer networks, distributed systems, programming languages, and computer architecture) to begin July 1, 2006. Applications at more senior ranks may be considered in exceptional cases. The Department of Computer Science is an international leader in research and teaching, with

recognized strength in most areas of computer science, and strong interdisciplinary ties to other units within the University. Candidates should have (or be about to receive) a PhD in computer science or a related field and must demonstrate an ability to pursue innovative research at the highest level and a strong commitment to graduate and undergraduate teaching. Salaries are competitive with our North American peers and will be determined according to the successful applicants' experience and qualifications. Toronto is a vibrant and cosmopolitan city, one of the most desirable in the world in which to work and live. It is also a major centre for advanced computer technologies and the department has strong interaction with the computer industry. Applicants should reference DCS QS-R-1 and include a curriculum vitae, a list of publications, and the names and addresses of at least three references, and may additionally include a research and teaching statement and other supporting documentation. Please send by email (text or PDF only) to facultysearch@cs.toronto.edu or by post to Faculty Recruiting Committee, Chair, Department of Computer Science, University of Toronto, 10 King's College Road, Rm. 3303, Toronto, Ontario, M5S 3G4, Canada. The review of applications will commence on January 30, 2006 and will continue until the position is filled. Applications should be received by March 1, 2006 for full consideration during the current recruitment cycle. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ COMPUTER SCIENCE – University of Toronto at Scarborough. The Department of Computer and Mathematical Sciences, University of Toronto at Scarborough, invites applications for an appointment at the rank of Associate Professor with tenure in the area of Systems, to begin July 1, 2006. This can include fields such as operating systems, networks, distributed systems, database systems, programming languages, software engineering and computer architecture. The successful candidate should have an outstanding research record and be a recognized leader in their field. They must demonstrate a strong commitment to graduate and undergraduate teaching. Applicants should include a curriculum vitae, a list of publications, and the names and addresses of at least three references, and may additionally include a research and teaching statement and other supporting documentation. Please send by email (text or PDF only) to facultysearch@cs.toronto.edu or by post to Faculty Recruiting Committee, Department of Computer Science, University of Toronto, 10 King's College Road, Rm. 3303, Toronto, Ontario, M5S 3G4, Canada. The review of applications will commence on January 30, 2006 and will continue until the position is filled. Applications should be received by March 1, 2006 for full consideration during the current recruitment cycle. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ COMPUTER SCIENCE – Simon Fraser University (Surrey Campus). The School of Computing Science at Simon Fraser University invites applications for several tenure-track positions at the Assistant Professor level for its Surrey campus in the Greater Vancouver area. Outstanding candidates at all senior levels may also be considered. A PhD in Computing Science or equivalent is required, with a strong commitment to excellence in research and teaching. Candidates at the assistant professor levels should have a strong record of publication, research funding, and student supervision and instruction. Preference will be given to candidates in the areas of bioinformatics, computational science, databases, distributed and network systems, and software engineering. However, the overall innovation and promise of the candidate's work will be considered as important as any specific area. Simon Fraser University is located in an award-winning architectural complex. The centre of Surrey, while the main campus is 25 minutes away situated on Burnaby Mountain. Vancouver thrives as a scenic waterfront city located just minutes away from the mountains and a wide range of outdoor activities. Vancouver's cultural and intellectual pursuits, research opportunities, favourable climate, and clean and safe environment are consistently cited as quality of life factors that make it one of the most desirable places in the world to live and work. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from visible minority group members, women, aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. Under the authority of the University Act, personal information that is required by the University for academic appointment competitions will be collected. For further details see http://www.sfu.ca/vpacademic/FacultyOpenings/Collection_Notice.html. Applications will be accepted until the positions are filled; however, to be given consideration by the search committee, applications must be received by February 5, 2006. All positions are subject to budgetary approval. For additional information see www.sfu.ca to apply, send curriculum vitae, evidence of research productivity, and the names and addresses of three referees to: Faculty Search (Surrey campus), School of Computing Science, 8888 University Drive, Simon Fraser University, Burnaby, British Columbia, Canada, V5A 1S6; email: surrey-facultysearch@cs.sfu.ca.



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The successful candidate will teach in both the undergraduate and graduate programs and will be expected to participate actively in the research activities and administration of the School and University. Teaching responsibilities will include the design of a course or courses in the candidate's area of expertise, and supervision of students in the professional and post-professional graduate programs.

Candidates should possess a professional degree in architecture and an advanced degree in architecture or a related field, for example, Building Science or Landscape Architecture. A PhD is preferable, but candidates without the PhD who demonstrate significant achievement in research or innovative practice may also be considered. Eligibility for professional registration is also desirable. Criteria to be used in the

evaluation of applications for this position include teaching experience and evidence of excellence in research and creative work.

The School's professional program is structured as a four and a half year (nine semester) course of study, and is divided into two parts: the first is a three year (six semester) program that leads to the non-professional B.Sc.(Arch.) degree, and the second is a one and a half year (three semester) program that leads to the accredited professional M.Arch. I degree.

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Salary will be commensurate with qualifications and experience. Candidates should send a curriculum vitae, a statement of teaching and research interests, and the names of at least three references to:

**Search Committee
McGill University School of Architecture
815 Sherbrooke Street West
Montreal, Quebec, Canada H3A 2K6**
Or by email at search.architecture@mcgill.ca

Review of applications will begin on February 1, 2006, and will continue until the position is filled.

In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. McGill University is committed to Equity in Employment.

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Please apply, including a letter outlining your interests in the areas of teaching, practice/research and service, a CV, the names of three references, a statement of teaching philosophy, 20 samples of professional and/or personal work and 20 samples of student work (if available) in slide or digital form (Mac compatible CD/DVD), and a stamped, self-addressed envelope, by February 15, 2006.

More details with respect to these positions and how to apply are available on our website at www.ocad.ca/hr

OCAD is an employment equity employer. We thank all applicants; however, only those selected for interviews will be contacted.

ONTARIO
COLLEGE
OF ART &
DESIGN

CAREERS CARRIÈRES



McGill

Faculty Lecturer in Persian Language Institute of Islamic Studies

The Institute of Islamic Studies, McGill University, invites applications for a Faculty Lectureship in Persian Language. This position has a starting date of August 1, 2006 and is tenable for a three-year term, with the possibility of reappointment dependent upon faculty and budgetary approval.

The appointee will teach modern Persian at all levels (introductory, intermediate and advanced) to undergraduate and graduate students, and will contribute to McGill's strong faculty profile in Iranian Studies. Candidates should have native or near-native proficiency in Persian, and should have experience in, and be familiar with issues involving, the teaching of modern Persian (both spoken and written) as a foreign language. French is an asset. PhD preferred but not required.

Interested candidates should submit a letter of application, a personal teaching statement (specifically addressing the teaching of modern Persian), a complete

CV, and three letters of recommendation, as well as relevant supporting documentation, which can include teaching materials and/or tapes showing the candidate teaching modern Persian. Candidates should submit these materials to:

**Prof. Rula Abisaab
Chair of the Persian Language
Search Committee
Institute of Islamic Studies
McGill University
3485 McTavish Street
Montreal, Quebec, Canada, H3A 1Y1**

Informal inquiries may be directed to Professor Abisaab at rula.abisaab@mcgill.ca (e-mail), or 514-398-6731 (Fax). Further information about the Institute of Islamic Studies can be found at www.mcgill.ca/islamicstudies/.

Application deadline: **January 27, 2006**

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents in Canada. However, all qualified candidates are encouraged to apply. McGill University is committed to equity in employment.

www.mcgill.ca



■ **COMPUTER SCIENCE** — Simon Fraser University (Burnaby Campus). The School of Computing Science at Simon Fraser University in Burnaby, in the Greater Vancouver area, invites applications for two tenure-track positions at the Assistant Professor level. A PhD in Computer Science or equivalent is required, with a strong commitment to excellence in research and teaching. Preference will be given to candidates in the areas of bioinformatics, computational security, distributed and network systems, software engineering, and statistical learning. However, the overall innovation and promise of the candidate's work will be considered as important as any specific area. Simon Fraser University is one of the top-ranked universities in Canada. The School of Computing Science currently has approximately 200 PhD and MSc students, 800 undergraduate majors, and 54 faculty members, across two campuses. The main Simon Fraser University campus is situated on Burnaby Mountain in Greater Vancouver, while the newer Surrey campus is situated 25 minutes away in an award-winning architectural complex south of the Fraser River. Vancouver thrives as a scenic waterfront city located just minutes away from the mountains and a wide range of outdoor activities. Vancouver's cultural and intellectual pursuits, leisure opportunities, favourable climate, and clean and safe environment are consistently cited as quality of life factors that make it one of the most desirable places in the world to live and work. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Under the authority of the University Act, personal information that is required by the University for academic appointment competitions will be collected. For further details see: www.sfu.ca/vspacem/faculty/Opening/Collection_Notice.html. Applications will be accepted until the positions are filled; however, to be assured consideration by the search committee, applications must be received by February 15, 2006. All positions are subject to budgetary approval. For additional information see www.sfu.ca to apply, send curriculum vitae, evidence of research productivity, and the names, addresses and phone numbers of three referees to Faculty Search

(Burnaby campus), School of Computing Science, 8888 University Drive, Simon Fraser University, Burnaby, British Columbia, Canada, V5A 1S6; email: Burnabyfacultysearch@sfu.ca.

■ **COMPUTER SCIENCE** — Dalhousie University. Dalhousie University Faculty of Computer Science is seeking an outstanding applicant for a Canada Research Chair (Tier II). The Faculty of Computer Science currently has 33 faculty members, approximately 300 undergraduate majors and 300 masters and doctoral students. Further explanation: Computer Science is a priority for the University. The Faculty places strong emphasis on teaching, research, both basic and applied, interdisciplinary research and industrial collaboration. The Faculty of Computer Science partners with other Faculties in the University to offer the Master of Electronic Commerce and Master of Health Informatics programs, and is an active participant in the interdisciplinary PhD program, Industrial Partnerships are facilitated by GIN (University Services Incorporated (GIN) is a separately incorporated subsidiary of Dalhousie University. Dalhousie University is located in Halifax, Nova Scotia, which is the largest city in Atlantic Canada, affords its residents outstanding quality of life, and provides easy access to Europe, the eastern United States and central and eastern Canada. The Faculty is seeking candidates whose research focus is Networking, Human-Computer Interfaces, Distributed Systems, Databases, Graphics or Software Engineering. The emphasis, however, will be on the excellence of the candidate and the research proposal. In accordance with the goals of the Canada Research Chairs program, an applicant should have a PhD in Computer Science, an excellent research record, a proven ability to attract significant research funding, and to build and provide leadership to research groups. Applicants should include a curriculum vitae, a statement of research objectives, a 7-year research plan, a sample publication, and the names, complete addresses, telephone and fax numbers, and the email addresses of five referees. Applicants should also supply their referees with the current information to Referees, and arrange for them to forward letters of reference directly to the same email address. Email applications and references are preferred. The application can include the Voluntary Employment Equity Self-Identification Form. Please send applications to: The Dean, Faculty of Computer Science,

Email (preferred): appointments@cs.dal.ca, 6050 University Avenue, Dalhousie University, Halifax, NS, B3H 1W5, Canada. Applications will be accepted until the position is filled. For more information about Halifax, Dalhousie University, the Faculty of Computer Science, GIN and the Canada Research Chairs Program, please visit the following websites: <http://www.dal.ca>, <http://www.gins.ca>, <http://www.chairs.gc.ca>. Dalhousie University is an Employer/Employee Action on Employment Equity. The University encourages applications from qualified Aboriginal people, persons with a disability, visible minorities and women.

■ **CREATIVE WRITING** — University of British Columbia. The Department of Theatre, Film, and Creative Writing at the University of British Columbia invites applications for a tenure-track appointment as Assistant Professor of Writing for Children. An MFA or related graduate degree, or an MA or PhD with a major component in Creative Writing, is essential. The candidate should have a record of successful teaching in Creative Writing, and a significant publication record including no less than three books for children. Applicants should demonstrate a genuine interest in a wide variety of writing styles and techniques in order to deal with the diversity of work from students at the graduate and undergraduate levels. In the Creative Writing Program at UBC, publication or production credits in a second (adult) genre would be an asset. The successful candidate will teach workshops and classes in writing for children to students in the Creative Writing BFA and MFA programs as well as students from across the University, especially students in the Master of Arts in Children's Literature Program (MACL), which is offered by the School of Library, Archival, and Information Studies (SLAIS). The successful candidate will be responsible for maintaining Creative Writing's commitment to the MACL program, which involves course offerings, MA thesis supervision, and committee support to give the students involved a multidisciplinary perspective on the full life cycle of the literature: the creation of the literature (Creative Writing), its critical analysis (English) and the pedagogical approach to the literature in its interaction with children in schools, homes and libraries (SLAIS). Please consult the Creative Writing Program website www.creativewriting.ubc.ca for details. The Department of Theatre, Film and Creative Writing at UBC is

ROYAL MILITARY COLLEGE OF CANADA

Tenure-Track Positions Mechanical Engineering & Aeronautical Engineering

The Mechanical Engineering Department of the Royal Military College of Canada invites applications for three-tenure track positions, two of which are associated with the new Aeronautical Engineering programmes, and one with the Mechanical Engineering programmes, at the level of Assistant, or for one exceptionally qualified candidate, at the level of Associate Professor.

The required qualifications are a PhD or its equivalent in Aeronautical or Mechanical Engineering, acceptable teaching experience in Aeronautical or Mechanical Engineering and a strong or promising record of publications. Appointment at the Associate Professor level will be considered for an outstanding candidate who would help lead the development of the Aeronautical Engineering Program at RMC.

The Mechanical Engineering Department is seeking to immediately strengthen its expertise for the Aeronautical Engineering programmes in two of the following areas: dynamics and controls (including vibration), thermodynamics, fluid mechanics, solid mechanics or in closely related fields, but applicants with other areas of specialization may be considered for potential future requirements. The Department is seeking to immediately strengthen its expertise in thermodynamics or fluid mechanics for its Mechanical Engineering programmes. The successful candidates should be prepared to teach primarily at the undergraduate level, but will also teach and supervise graduate students, must conduct active research programs and are expected to be or to become Professional Engineers.

These are bilingual positions, all of which require an ability to read, comprehend and communicate orally in both official languages (linguistic profile: PPP/PPP). Should no candidate meet these requirements, an eligibility list may be established, and candidates who apply for this competition may be assessed to staff similar positions with various linguistic requirements.

The salary range is \$46,283 to \$84,515 per annum for an Assistant Professor, and from \$63,582 to \$99,266 per annum for an Associate Professor, plus an annual Terminable Allowance of \$3,300 for 2006/2007. Starting salary will be in accordance with experience and qualifications. The appointments will be subject to a probationary period of 36 months. Interested candidates should forward their curriculum vitae, including a summary of research interests, sample publications and the names and contact details of three references, to:

**Ms. Lucille Maillet
Civilian Human Resources Service Centre
Canadian Forces Base Kingston
PO Box 17000, Station Forces, Kingston, ON K7K 7B4
Phone: (613) 541-5010, extension 5037
Fax: (613) 541-4496
Email: mailllet.lm@forces.gc.ca**

The expected starting date for all three positions is 3 July 2006. The closing date for applications is 27 January 2006.

In accordance with the Public Service Employment Act, preference will be given to Canadian citizens. Candidates with foreign educational credentials are required to provide proof of Canadian equivalency. You may consult the Canadian Information Centre for International Credentials at <http://www.cimcc.ca/cicic/> for further information. Candidates should note that the Royal Military College does enrol civilian graduate students at both the Masters and PhD levels, and that both civilian students and faculty members have full access to funding to support studies and research, including NSERC funding. The Royal Military College of Canada is a coeducational and bilingual institution, and this position is offered equally to women and men.

COLLÈGE MILITAIRE ROYAL DU CANADA

Postes permanents Génie mécanique et génie aéronautique

Le Département de génie mécanique du Collège militaire royal du Canada invite les candidatures pour trois postes, desquels deux seront associés au nouveau programme en génie aéronautique, et un au programme en génie mécanique, au rang de professeur adjoint ou au rang de professeur agrégé pour un candidat exceptionnellement qualifié.

Les qualifications requises sont un doctorat (Ph.D.) ou l'équivalent en génie aéronautique ou mécanique, une expérience acceptable d'enseignement en génie aéronautique ou mécanique et un dossier de publications solide ou prometteur. Le rang de professeur agrégé sera considéré pour un candidat exceptionnel qui aiderait à diriger le développement du programme de génie aéronautique à CMR. Le département cherche à renforcer immédiatement son expertise dans deux des domaines suivants : La dynamique et la commande des systèmes mécaniques, la vibration, la thermodynamique, la mécanique des fluides, la mécanique des matériaux ou dans des domaines reliés, mais les candidatures dans d'autres domaines d'expertises pourraient être considérées pour d'éventuelles positions dans le futur. Le département veut développer son expertise en thermodynamique, en mécanique des fluides ou un domaine connexe pour son programme de génie mécanique. Les candidats choisis devront être disposés à enseigner principalement des cours de premier cycle, mais devront aussi enseigner et superviser au niveau des études supérieures et seront requis d'entreprendre un programme de recherche et doivent être ou pouvoir devenir membre des Ingénieurs professionnels.

Ce sont des postes bilingues qui requièrent l'habileté de lire, de comprendre et de communiquer oralement dans les deux langues officielles (profil linguistique PPP/PPP). Si aucun des candidats ne rencontre les pré-requis pour ce poste, une liste d'admissibilité pourra alors être établie pour combler des postes semblables dont le profil et les exigences linguistiques peuvent varier.

L'échelle salariale est de 46,283 \$ à 84,515 \$ par année pour un professeur adjoint, et de 63,582 \$ à 99,266 \$ par année pour un professeur agrégé, plus une indemnité provisoire de 3,300 \$ pour 2006-2007. Le salaire de départ accordé dépendra de l'expérience et des qualifications du candidat. La personne sélectionnée aura une période probatoire de 36 mois. Les candidats intéressés doivent faire parvenir leur curriculum vitae, accompagné d'un sommaire des intérêts de recherche, de quelques exemples de publications et les noms et coordonnées de trois références, à : Mme Lucille Maillet, Ressources humaines civiles (Kingston), Base des forces canadiennes Kingston, C.P. 17000, Succursale Forces, Kingston (ON) K7K 7B4; Tél. : (613) 541-5010, poste 5037; Fax : (613) 541-4496; Courriel électronique : mailllet.lm@forces.gc.ca.

La date prévue d'entrée en fonction est le 3 juillet 2006. La date limite d'acceptation des candidatures est fixée au 27 janvier 2006.

Selon la Loi sur l'emploi dans la fonction publique, la préférence sera accordée aux citoyens et citoyennes du Canada. Des personnes qui ont obtenu un diplôme à l'étranger doivent prouver qu'il est équivalent aux diplômes canadiens. Pour de plus amples renseignements à ce sujet, veuillez consulter le Centre d'information canadien sur les diplômes internationaux à l'adresse suivante : <http://www.cimcc.ca/cicic/>. Les candidats doivent noter que le Collège militaire royal du Canada enrôle des étudiants civils de deuxième et de troisième cycle, et que les deux étudiants et membres de la faculté, ont accès à des fonds pour supporter leurs études et leurs recherches incluant des fonds de CRSNG. Le Collège militaire royal du Canada est une institution mixte et bilingue. Ce poste est offert également aux femmes et aux hommes. Dans ce document, la forme masculine désigne, lorsqu'il y a lieu, aussi bien les femmes que les hommes. L'emploi du masculin a pour but de faciliter la lecture du texte.



Canada

CAREERS CARRIÈRES

unique in Canada, with 25 full-time faculty and numerous part-time faculty and guest artists. Each of the Programs has a national and international reputation for excellence, strong undergraduate and graduate degrees, and is a significant centre for creation and production. Opportunities for multidisciplinary collaboration are abundant, both within the Department and with scholars and artists across the campus. This position is subject to funding, and salary will be commensurate with qualifications and experience. Applicants should submit a letter of application, curriculum vitae, a published example of their work, and should arrange for three letters of reference to be forwarded to: Chair, Search Committee for Writing for Children, Department of Theatre, Film, and Creative Writing, The University of British Columbia, 6354 Crescent Road, Vancouver, BC, Canada, V6T 1Z2. Complete applications must be received by 15 January 2006. The position start date is 1 July 2006. The University of British Columbia lives on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. Permanent residents and permanent residents of Canada will be given priority. Applicants may elect to identify citizenship and immigration status on the Assistant Professor level, starting September 1, 2006. The School has a well-established undergraduate programme with over 700 majors and minors. In Criminology, it also offers graduate programmes leading to the degrees of MA and PhD. There are exceptional research opportunities and excellent access to Simon Fraser University's Criminology Research Centre, Institute for Studies in Criminal Justice Policy, Institute for Gender and Urban Research Studies, the International Centre for Criminal Law Reform and Criminal Justice Policy, the Mental Health, Law and Policy Institute, and the Centre for Restorative Justice. The teaching faculty is multi-disciplinary and, at present, consists of 26 members. Qualifications: A PhD in Criminology or related field is required. Completed by September 1st, 2006 is required. Applicants must specialize in the areas of victimology and/or restorative justice. Duties: To develop research, teaching and supervising at the undergraduate and graduate levels in the School of Criminology in the areas of victimology and/or restorative justice. An applicant must be prepared to teach undergraduate courses to be determined upon arrival. Note: Simon Fraser University is committed to the principle of equity in employment and offers equal opportunities to qualified women and men, including visible minorities, aboriginal people and persons with disabilities. This is an entry-level position. Assistant Professor. Only those holding or those eligible to be promoted to the rank will be considered. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Position subject to final budgetary approval. Date: The successful candidate will start on September 1, 2006. Salary: Dependent upon qualifications and experience. The successful candidate will be hired at the rank of Assistant Professor. Applications will be accepted until February 22nd, 2006. Applications will be treated in confidence and should be sent with a curriculum vitae, a sample publication, and the names and addresses of at least three referees to the Director of the School of Criminology at the address below. Please note that email applications and attachments will not be accepted. Professor Robert M. Gordon, Director, School of Criminology, Simon Fraser University, Burnaby, BC, V5A 1S6. Tel: (604) 291-4305; Fax: (604) 291-4140. Under the authority of the University Act personal information that is requested by the University for academic appointment competitions will be collected. For further details see: http://www.sfu.ca/vpacademic/faculty_hiring/Coll_Collec_Nov04.pdf

CRIMINOLOGY – University of Windsor. The University of Windsor invites applications for a tenure-track position in the Department of Sociology & Anthropology in the area of Criminology at the rank of Assistant Professor commencing July 1, 2006. For a detailed position description visit our website at www.uwindsor.ca/facultypositions. Contact: Dr. Lynne Phillips, Chair, Appointments Committee, Department of Sociology and Anthropology, University of Windsor, 401 Sunset Avenue, Windsor, ON, N9B 3P4; Tel: 519-253-3000, Ext. 2130; Fax: 519-971-3621. Email: lynne.phillips@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Professor Brian M. Mazur, Director, Faculty Recruitment at 6608 (Toll free) within North America, call outside of North America at 519-561-1432 or Email: recruitment@uwindsor.ca.

DENTISTRY – University of British Columbia. The Faculty of Dentistry invites applications for an Assistant Professor, full-time, tenure-track position in Oral Pathology in the Department of Oral Biological & Medical Sciences. Applicants should have research training at the PhD level and experience in teaching Pathology at the undergraduate and graduate levels. A Royal College of Dentists (Canada) Fellowship in Oral Pathology or eligibility to take Fellowship examinations is required. The successful applicant will be expected to participate in the teaching of the Faculty undergraduate programs as well as contribute to the graduate specialty programs. Moreover, the successful candidate's duties will include participation in the provincial Oral Maxillofacial Pathology Service that is associated with the Department of Pathology and Laboratory Medicine at UBC Hospital. Preference will be given to those who have an active research interest in the diagnosis of oral cancer and a proven ability to obtain research funding in this area. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply; however, Canadian citizens and permanent residents will be given priority. Please respond by February 1, 2006 with curriculum vitae and contact addresses for three referees to: Dr. On Brunetta, Acting Head, Department of Oral Biological & Medical Sciences, Faculty of Dentistry, The University of British Columbia, 2139 Westbrook Mall, Vancouver, B.C., Canada, V6T 1Z3. Fax: (604) 822-2562; Email: brunetta@interchange.ubc.ca. See our Website at www.dentistry.ubc.ca.

ECONOMICS – Queen's University. The Department of Economics at Queen's University has two tenure-track faculty positions at the senior assistant or associate professor levels beginning July 2006, subject to budgetary approval. Fields of interest include macroeconomics, economic theory, public economics, econometrics, economic history, industrial organization, labour economics, and financial economics, but candidates in any field may apply. Candidates should have a PhD and a record of excellence in research and teaching. Salary will be commensurate with qualifications and experience. Complete applications will be reviewed commencing 20 January 2006. To apply, visit <http://www.econ.queensu.ca/recruit> and fill in the electronic application form. Applicants who do not have access to the Internet should send a letter of application, curriculum vitae, and copies of research papers to Professor James MacKinnon, Head, Department of Economics, Queen's University, Kingston, Ontario, Canada, K0G 0N6. Three letters of reference should be sent directly by the referees. The University invites applications from all qualified individuals. Queen's is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Academic staff at Queen's are governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University, which is posted at <http://www.queensu.ca/qufa>.

ECONOMICS – Saint Mary's University. The Department of Economics in the Sobey School of Business, Saint Mary's University, Halifax, Nova Scotia, is seeking a tenure-track position at the Assistant Professor rank. The Appointment will commence July 1, 2006. The successful candidate should have a PhD completed or near completion and have excellent qualifications for teaching and research. Fields of special interest are: Applied Economics, Development Economics, Money and Banking. Saint Mary's is a public university with a commitment to excellence in teaching and research. The Sobey School of Business, accredited by AACSB, is housed in a facility fully compatible with the latest advances in information technology. With about 70 full-time faculty and an enrollment of approximately 2,500 full and part-time students, pursuing BCom, MBA, EMBA, MFIN and PhD degrees, it is the largest business programme in Atlantic Canada. In addition to being nationally known for its excellence in undergraduate teaching, the Faculty has also established an outstanding research record and a reputation for its international outreach. The Department of Economics has a full-time teaching complement of twelve, supported by approximately ten part-time instructors per semester. A wide range of courses are offered at both the undergraduate and graduate level. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Saint Mary's University is committed to the principles of employment equity. Applicants are requested to forward a letter of application and curriculum vitae to: Professor Sailesh Amthakhal, Chairperson, Department of Economics, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3, Canada. In addition, they should arrange for three (3) letters of reference to be sent directly by the referees to the Chair at the above address. The closing date for applications is February 23, 2006, or when the position is filled. (www.smu.ca)

ECONOMICS – Concordia University. The Department of Economics, Concordia University, Faculty of Arts and Science, is seeking an appointment in this role for LIA teaching position in Economics.

EDUCATION – Concordia University. Please refer to the Concordia University Faculty of Arts and Science, is seeking an appointment in this role for LIA teaching position in Education.

EDUCATION – University of Alberta. The Faculty of Education, University of Alberta, in conjunction with the Hope Foundation of Alberta, invites applications for a doctoral fellowship in Hope Research. This is a one-year position with the possibility of extension. The stipend offered is \$33,000 CDN plus \$5,000 CDN research allowance per annum. Applicants should have a PhD, excellent academic record, a beginning record of publication, and a research program development plan. The Hope Foundation, a non-profit institute affiliated with the University of Alberta, is nationally and internationally recognized for research and training in hope-based education. The Hope Foundation is dedicated to understanding the role of hope in human life, so that people can be intentional in using hope to enhance quality of life, particularly in relation to health, learning and community. Researchers at the Hope Foundation are currently implementing projects investigating the role of hope within the counselling process, within child welfare work, and as a service learning initiative within social work. The successful candidate will join the vibrant research team at the Hope Foundation. The post-doctoral fellow will assume leadership responsibilities for his/her own program of research and will join researchers at the Hope Foundation on programs already in progress. Leadership responsibilities of the post-doctoral fellow will include coordinating and completing research projects, training and mentoring research assistants, and working closely and cooperatively with Hope Foundation staff. The post-doctoral fellow will be expected to participate fully in research, publication, and dissemination activities. Qualified candidates will have completed a doctoral program in a relevant discipline such as counselling, health, or education and will have a background in or commitment to researching hope. Experience in applied professions will be an asset. Applications will be accepted from candidates who expect to complete their doctoral degree by July 1st, 2006. Applications will be accepted commencing after March 1, 2006 and will continue until the position is filled. Information can be obtained by contacting Dr. Dennis Larsen (phone: 780-492-5897 ext.: dennis.larsen@ualberta.ca). Applicants should send a letter of application, a

curriculum vitae, an example of published scholarly work, any other supporting materials, and arrange for three confidential letters of reference to be sent to: Dr. Dennis Larsen, Educational Psychology, 6-102 Education North, University of Alberta, Edmonton, Alberta, Canada, T6G 2G5. The University of Alberta welcomes diversity and encourages applications from all qualified women and men, including persons with disabilities, members of visible minorities and Aboriginal persons.

EDUCATION – University of Alberta. Post-doctoral Fellowship in Educational Measurement and Applied Cognition: The Centre for Research in Applied Measurement and Evaluation (CRAME) is offering a two-year postdoctoral position for the participation and administration of various research projects designed to: (a) identify the cognitive processes associated with student problem-solving and test performance, (b) describe the cognitive dimensions underlying educational assessments, and (c) identify teacher grading/testing practices in classrooms and schools. Applications are invited from recent PhD graduates for this position, starting July 1, 2006. The stipend offered is \$33,000 CDN plus \$5,000 CDN research allowance per annum. Applicants will have an excellent academic record, a beginning record of conference presentations and/or scholarly publications, and a research program development plan. The postdoctoral fellow will function as a project director and junior investigator, assuming leadership responsibilities, administering, coordinating, and completing research projects, training and mentoring research assistants and graduate students, and working closely and cooperatively with research staff. The successful applicant can undertake other related research responsibilities within the research mandate of the Educational Measurement and Applied Cognition Initiative. The successful candidate will participate fully in research and related scholarly activities and work with a team of researchers at the University of Alberta. The successful candidate will be mentored throughout the postdoctoral term. Applications will be evaluated commencing after March 1, 2006 and will continue until the position is filled. For further information, please call Dr. Jacqueline Leighton at 780-492-1167. Interested applicants from educational measurement or psychology fields should submit an application consisting of a cover letter, curriculum vitae, and the names of three referees by email to: jacqueline.leighton@ualberta.ca or submit hard copy mail to: Dr. Jacqueline P. Leighton, Centre for Research in Applied Measurement and Evaluation.

RYERSON UNIVERSITY

Ryerson University is known for innovative programs built on the integration of theoretical and relevant learning. Over 50 undergraduate and graduate programs are distinguished by a professionally focused curriculum and strong emphasis on excellence in teaching, research and creative activities. Ryerson is also a leader in adult learning, with the largest university-based continuing education school in Canada.

DIRECTOR, SCHOOL OF EARLY CHILDHOOD EDUCATION

Ryerson's School of Early Childhood Education is the oldest school of its kind in Canada, offering a unique 4-year BA program and a degree-completion program for graduates of 2-year community college diploma programs. Through its exemplary teaching, community-based projects and scholarly research and creative activities, the School is committed to the preparation of professional educators for early childhood care and education. Approximately 850 full- and part-time students are in the undergraduate program, which focuses on the education, development and care of young children, from birth to 8 years of age, and the provision of resources to families. A master's degree in Early Childhood Studies will be offered for the first time in the Fall of 2006. An on-campus laboratory school, serving 57 children and a multi-service model family resource program, provides practice teaching experience for students, and serves as a research venue for faculty and students. For more detailed information about the School, please visit www.ryerson.ca/eece.

Reporting to the Dean of the Faculty of Community Services, you will be responsible for the academic, fiscal and administrative operations of the School and its lab school and outreach programs. This includes providing ongoing leadership for the development and implementation of the School's academic plan. In addition to a doctorate degree in a relevant discipline, you have demonstrated excellence in teaching, a record in team building and academic leadership, and an understanding of current early childhood education trends and issues. Experience with children, youth or families is essential. You demonstrate commitment to undergraduate and graduate education as well as the philosophy of diversity and inclusion. Excellent administrative/management skills and a record in, and strong capacity for research relevant to the field are required. This appointment will be for a term of 5 years, commencing July 1, 2006, and incorporating a tenure-track position.

Please forward applications, by January 16, 2006, to: Professor Susanne Williams, Dean, Faculty of Community Services, Ryerson University, 350 Victoria Street, Toronto, Ontario, M5B 2K3.

Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal people, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.



UNIVERSITY
OF MANITOBA

MARCEL A. DESAUTELS CHAIR IN PRIVATE ENTERPRISE & THE LAW

The Marcel A. Desautels Chair in Private Enterprise and the Law will lead a new centre of excellence at the University of Manitoba, the Centre for Private Enterprise and the Law. The mandate of this Centre will be to integrate the disciplines of business, law and the humanities as they apply to family controlled and other private enterprises, the principal foundation of all economic activity in Canada.

The Chair will establish a vision and set the agenda for real advancement of legal education, knowledge and practice that will serve, and attend to issues encountered by, the burgeoning private company sector, building capacity within the Faculty of Law, partnering with other areas of the University and with the legal and business community.

The ideal candidate will bring legal experience, an understanding of business issues gained either as an entrepreneur or as a legal advisor to entrepreneurs, along with a background that will enable him/her to contribute to the intellectual life of the University.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Should you want to learn more about this unique leadership opportunity, call Kelly Baron or Libby Dybkowski at (604) 913-7768 or forward your CV, a letter of introduction and the names of three referees, in confidence, to Providence Consulting Inc., Suite 202, 1555 Marine Drive, West Vancouver, BC, V7V 1H9.

Fax (604) 913-8356 or e-mail: search@providenceconsulting.com or apply on-line at www.providenceconsulting.com



We will communicate with all who express interest.

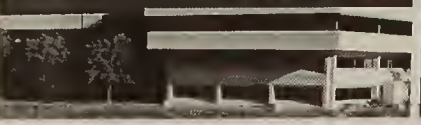
RYERSON UNIVERSITY

Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal peoples, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

CAREERS OPPORTUNITIES

Faculty Positions in Nursing

School of Health Sciences



The University of Lethbridge, located in picturesque southern Alberta, aims to foster the spirit of free inquiry and the critical interpretation of ideas. If you are flexible and open to innovation and committed to the creation of an environment that excites and ignites learning, we welcome your application. The School of Health Sciences is dedicated to excellence in teaching, research and community service together with novel approaches to health care.

In anticipation of Baccalaureate for Entry to Practice for Registered Nurses in Alberta, and with new funding initiatives, the School of Health Sciences has opening for two tenure-track faculty positions. The School invites your application for a full-time position in Nursing at the rank of Assistant, Associate or (Full) Professor.

Qualifications: If you possess a PhD in Nursing or a related discipline, or a Master's degree (Nursing) and a strong background in nursing practice with expertise in the areas of primary health care, maternal-child, acute care, chronic disease and/or mental health, your application is of considerable interest. For the rank of Assistant Professor you should have expertise in nursing practice and teaching and be prepared to develop a program of research. To be considered at the rank of Associate Professor and Professor you should have significant experience and accomplishment in teaching, and research appropriate to these ranks. As well, you must be eligible for registration as a nurse in the province of Alberta.

Academic Setting: The University is a vital part of Lethbridge, a community of 70,000 located between the Oldman River, close to the Rocky Mountains. An excellent place to raise a family and enjoy the many recreational and cultural amenities of the area, you will discover a wonderful quality of life that is second to none. Nursing education is offered in partnership with the Chinook Health Region, a provider of top quality health care in Alberta. The School offers two problem-based learning programs in Nursing: a Post-diploma Bachelor of Nursing and a four-year Bachelor of Nursing for new entrants to the profession. The four-year BN is offered in collaboration with Lethbridge Community College within the Nursing Education in Southwestern Alberta (NESA) Program. Nursing practice for the student occurs in rural and urban settings and is institutional and community based. In addition to our BN programs, the School of Health Sciences, in collaboration with Medicine Hat College, offers the only baccalaureate program in Addictions Counseling in Canada. The School is also home to the University of Lethbridge site of the Alberta Gossling Research Institute, a partnership among three Alberta universities. The School of Health Sciences offers a graduate program that leads to a Master of Science degree with opportunities to focus in Nursing, Addictions Counseling, or other areas.

Responsibilities: You will have an opportunity to teach in the undergraduate and graduate programs and you will also benefit from a start-up research allowance that will help you to develop your scholarly activities. To view additional information about the School of Health Sciences, please visit our website at www.uleth.ca/hlsc.

Remuneration: You will receive an excellent salary commensurate with your experience, as well as a benefits package and relocation assistance. Please visit The University of Lethbridge website to view the economic benefits package outlined in the University of Lethbridge Faculty Association (ULFA) Handbook.

Employment Equity: The University of Lethbridge is an equal opportunity employer. In accordance with the Canadian Immigration Regulations, first preference will be given to Canadian citizens and permanent residents of Canada, but all qualified applicants are encouraged to apply. All positions are subject to Board Approval.

How to Apply: Applications, including your current curriculum vitae and three letters of reference, should be sent to Dr. Chris Hasagood, Acting Director, School of Health Sciences, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, Canada T1K 3M4. Electronic applications are welcomed at: dean.hlsc@uleth.ca. The closing date for applications is January 31, 2006. The positions will commence July 1, 2006.

CHAIR, DEPARTMENT OF POPULATION MEDICINE ONTARIO VETERINARY COLLEGE

Applications and nominations are invited for the position of Chair, Department of Population Medicine, Ontario Veterinary College, University of Guelph. The Chair provides leadership and vision for the department, fosters academic excellence, mentors faculty and ensures efficient management of departmental resources. The Chair also works collaboratively with other College administrators to further the mission of the College and the University. Candidates must hold a DVM degree, have an established research reputation in a discipline compatible with the mission of the Department, have demonstrated leadership and administrative experience, and be devoted to excellence in education and research in an academic setting.

The Ontario Veterinary College (www.uoguelph.ca) is one of the founding colleges of the University of Guelph, a publicly funded institution. It consists of four academic departments (Biomedical Sciences, Clinical Studies, Pathobiology and Population Medicine) and a Veterinary Teaching Hospital (VTH). The College offers progressive undergraduate, professional, specialist-in-training, and graduate programs. The University of Guelph is one of Canada's leading comprehensive universities. The city of Guelph (www.cityofguelph.on.ca) is a vibrant community of 100,000 people located in southern Ontario approximately one hour west of Toronto.

The Department of Population Medicine has an international reputation for professional, specialist, and graduate education and research in epidemiology, etiology, health management, public health, food safety, zoonology, veterinary communication and zoonotic health (<http://www.uoguelph.ca/popmed/mission.htm>). Faculty collaborate with others in departments across and outside of the University in a broad range of national and international programs. The Department provides service and clinical training in field service and in-house programs of the VTH. In addition to undergraduate courses in the DVM and BSc programs, the department offers MSc, DVMSc, and PhD graduate programs.

Salary and rank will depend on qualifications and experience. Applications should include a detailed curriculum vitae, the names of at least three referees and a broad statement of interest in the position. Letters of nomination should include biographical details of the nominee. The deadline for applications is February 28, 2006 or until a suitable applicant is identified, and should be sent to Dr. Elizabeth Stone, Dean, Ontario Veterinary College, University of Guelph, Guelph, Ontario N1G 2W1, Canada.

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified members of Canadian persons with disabilities, members of visible minorities and women. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

THE UNIVERSITY
OF GUELPH

University of Lethbridge



■ **FORENSIC SCIENCE** – University of Windsor. The University of Windsor invites applications for a one-year limited-term faculty position in the Forensic Science Program at the rank of Assistant Professor commencing July 1, 2006. This position is subject to final budgetary approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Bruce Tucker, Coordinator, Inter-Faculty Programs, University of Windsor, 401 Sunset Ave., Windsor, Ontario, N9B 3P4; Phone: 519-253-3000, Ext. 2333; Fax: 519-973-1638; Email: tuckerb@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Professor Brian M. Mezer, Director, Faculty Recruitment at 877-665-6608 (Toll free within North America, call outside of North America at 519-563-1432 or Email: recru@uwindsor.ca).

■ **FRENCH AS A SECOND LANGUAGE** – University of Toronto. The University of Toronto invites applications for a teaching stream position as a "Lecturer" in French commencing July 1, 2006. The position is renewable annually and assessment for promotion to a continuing Senior Lectureship may take place in the 5th year. The Department of French is seeking applicants with strong experience in the area of French as a Second Language. Candidates should also have extensive knowledge of new technologies used in French Language instruction. Duties will include teaching at the Undergraduate level, coordination and development of French language courses, supervision of Teaching Assistants, and development of French language curricular materials and teaching tools. Salary will be commensurate with qualifications and experience. Applicants must have a PhD or equivalent in Teaching French as a Second Language or a closely related field and be fluent in French and have a working knowledge of English. Successful candidates will be asked to lead a series of recommendation interviews to select a letter of recommendation under separate cover to the address below. The letters must be received by the deadline for receipt of applications. Applicants should also send their curriculum vitae, a teaching dossier, a copy of recent publications, a list of current and past teaching philosophy and interests in curricular and pedagogical development (or Professor Patricia Chénier, Director of French, University of Toronto, 50 St. Joseph Street, Toronto, Ontario, Canada, M5S 1A5). The closing date for receipt of applications is January 20, 2006. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. The University of Toronto offers a range of collaborative programs including Aboriginal, Canadian, African, Caribbean, and other studies, gender and diversity, women's studies. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and the ability to contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **FRENCH STUDIES** – Concordia University. Please refer to the Concordia University Faculty of Arts and Science faculty advertisement in this issue for LTA teaching positions in French Studies.

■ **GEOPHYSICS** – Algoma University College. The Department of Geology at Algoma University College, an affiliate of Laurentian University, is seeking applications for a tenure-track appointment at the level of Assistant Professor, beginning July 1, 2006. The successful candidate will have completed a PhD, a demonstrated commitment to research and undergraduate teaching, and a strong background in geophysics, geology, and/or geophysics. Secondary backgrounds in any of the following are an advantage: mineral and spatial distribution, cultural geology, a regional focus, First Nations studies, and/or environmental and recreation resource management. Demonstrated ability to develop an independent research program, sample publications, a statement of their teaching philosophy, three letters of recommendation from academic referees, Dr. Arthur Peil, Academic Dean, Algoma University College, 1520 Queen Street East, Sault Ste. Marie, Ontario, P6A 2G4, or dean@uoguelph.ca by January 31, 2006 or until a suitable applicant is identified, and should be sent to Dr. Elizabeth Stone, Dean, Ontario Veterinary College, University of Guelph, Guelph, Ontario N1G 2W1, Canada.

■ **GEOPHYSICS** – University of British Columbia. Applications are invited for a tenure-track position in Physical Geography and Geophysics. The successful candidate will have a PhD and should have research and teaching interests in climatology that complement departmental strengths in the measurement and analysis of boundary layer climates, land surface processes, hydrology, biogeography, and human impacts on the environment. Candidates should have demonstrated excellence and high promise in research, and have a strong commitment to teaching. The successful candidate will be expected to develop an externally funded research program, and contribute to the teaching of physical geography and environmental studies in our undergraduate and graduate programs. The appointment will be effective July 1, 2006 and is subject to final budgetary approval. Candidates should submit in hard and electronic copy, a letter of application, together with a curriculum vitae and three letters of reference to be sent by three referees, all to arrive at UBC no later than January 16, 2006. UBC hires on the basis of merit. Candidates are encouraged to apply. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. All enquiries and applications should be directed to: Professor Michael Church, Chair, Search Committee, Department of Geography, 1914 West Mall, University of British Columbia, Vancouver, BC V6T 1Z2, Canada. Fax: (604) 822-6150; Web: www.geog.ubc.ca; E-mail: mchurch@geog.ubc.ca.

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souvent en outre à l'équité d'emploi et encourage donc fortement les femmes, les autochtones, les membres des minorités visibles et les personnes handicapées à postuler à cette vacance.

■ **FRENCH AS A SECOND LANGUAGE** – University of Toronto. The University of Toronto invites applications for a teaching stream position as a "Lecturer" in French commencing July 1, 2006. The position is renewable annually and assessment for promotion to a continuing Senior Lectureship may take place in the 5th year. The Department of French is seeking applicants with strong experience in the area of French as a Second Language. Candidates should also have extensive knowledge of new technologies used in French Language instruction. Duties will include teaching at the Undergraduate level, coordination and development of French language courses, supervision of Teaching Assistants, and development of French language curricular materials and teaching tools. Salary will be commensurate with qualifications and experience. Applicants must have a PhD or equivalent in Teaching French as a Second Language or a closely related field and be fluent in French and have a working knowledge of English. Successful candidates will be asked to lead a series of recommendation interviews to select a letter of recommendation under separate cover to the address below. The letters must be received by the deadline for receipt of applications. Applicants should also send their curriculum vitae, a teaching dossier, a copy of recent publications, a list of current and past teaching philosophy and interests in curricular and pedagogical development (or Professor Patricia Chénier, Director of French, University of Toronto, 50 St. Joseph Street, Toronto, Ontario, Canada, M5S 1A5). The closing date for receipt of applications is January 20, 2006. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. The University of Toronto offers a range of collaborative programs including Aboriginal, Canadian, African, Caribbean, and other studies, gender and diversity, women's studies. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and the ability to contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **FRENCH STUDIES** – Concordia University. Please refer to the Concordia University Faculty of Arts and Science faculty advertisement in this issue for LTA teaching positions in French Studies.

■ **GEOPHYSICS** – Algoma University College. The Department of Geology at Algoma University College, an affiliate of Laurentian University, is seeking applications for a tenure-track appointment at the level of Assistant Professor, beginning July 1, 2006. The successful candidate will have completed a PhD, a demonstrated commitment to research and undergraduate teaching, and a strong background in geophysics, geology, and/or geophysics. Secondary backgrounds in any of the following are an advantage: mineral and spatial distribution, cultural geology, a regional focus, First Nations studies, and/or environmental and recreation resource management. Demonstrated ability to develop an independent research program, sample publications, a statement of their teaching philosophy, three letters of recommendation from academic referees, Dr. Arthur Peil, Academic Dean, Algoma University College, 1520 Queen Street East, Sault Ste. Marie, Ontario, P6A 2G4, or dean@uoguelph.ca by January 31, 2006 or until a suitable applicant is identified, and should be sent to Dr. Elizabeth Stone, Dean, Ontario Veterinary College, University of Guelph, Guelph, Ontario N1G 2W1, Canada.

■ **GEOPHYSICS** – University of British Columbia. Applications are invited for a tenure-track position in Physical Geography and Geophysics. The successful candidate will have a PhD and should have research and teaching interests in climatology that complement departmental strengths in the measurement and analysis of boundary layer climates, land surface processes, hydrology, biogeography, and human impacts on the environment. Candidates should have demonstrated excellence and high promise in research, and have a strong commitment to teaching. The successful candidate will be expected to develop an externally funded research program, and contribute to the teaching of physical geography and environmental studies in our undergraduate and graduate programs. The appointment will be effective July 1, 2006 and is subject to final budgetary approval. Candidates should submit in hard and electronic copy, a letter of application, together with a curriculum vitae and three letters of reference to be sent by three referees, all to arrive at UBC no later than January 16, 2006. UBC hires on the basis of merit. Candidates are encouraged to apply. We encourage all qualified persons to apply; however, Canadians and permanent residents of Canada will be given priority. All enquiries and applications should be directed to: Professor Michael Church, Chair, Search Committee, Department of Geography, 1914 West Mall, University of British Columbia, Vancouver, BC V6T 1Z2, Canada. Fax: (604) 822-6150; Web: www.geog.ubc.ca; E-mail: mchurch@geog.ubc.ca.

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February 2006 and continue
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contact information of three
of Health Sciences, Chair of
een's University, Kingston,

A black and white photograph of a large, multi-story building complex, likely a castle or fortress. The building features a prominent tower on the left side and several gabled roofs. It is surrounded by trees and a fence in the foreground. The photograph is mounted on a page with other historical documents.

CARRIERS CARRIÈRES

■ **HISTORY** – University of Windsor, The University of Windsor invites applications for the position of Head of the Department of History at the rank of Professor or Associate Professor, commencing July 1, 2006. This position is subject to final budgetary approval. For a detailed position description visit our website at www.uwindsor.ca/faculties/postings. Contact: Dr. Cecil Houston, Dean of the Faculty of Arts and Social Sciences, University of Windsor, 402 Sunset Avenue, Windsor, Ontario, N9B 3P4; Phone: 519-253-3000; Fax: 519-259-1365; Email: chouston@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Professor Brian M. Mazer, Director, Faculty Recruitment at 877-655-6608 (toll free within North America, call collect outside of North America at 519-551-1432; E-mail: recruit@uwindsor.ca).

■ **HISTORY (20TH CENTURY AMERICAN)** – Carleton University The Department of History at Carleton University invites applications for a tenure/teaching position in American History at the Assistant Professor level, subject to budgetary approval, to commence on July 1, 2006. We seek a scholar possessing the PhD with a record of excellence in teaching and demonstrable promise of an outstanding career as a publishing scholar. The successful candidate will be expected to develop a program of research leading to significant peer-reviewed publications. We wish to appoint a historian of the twentieth century, scholars whose interests extend into the nineteenth century are especially welcome to apply. The successful applicant will be a specialist in the area of external relations, with a particular focus on the regions bordering the Atlantic. Thematic interests such as political, diplomatic, cultural, economic, or race relations are an asset, but other areas will be considered. A comparative perspective and approach is essential. The appointee will be expected to teach in Carleton University's innovative ArtsOne program, to give undergraduate courses in American history, and to offer graduate instruction and supervision in their area of specialization. Applications, together with a curriculum vitae, graduate transcripts, teaching evaluations, and evidence of published work should be sent as paper copies (not electronic attachments) to: Prof. A. McKillop, Chair, Department of History, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6. At the time of application, candidates should

arrange to have three referees familiar with their work send supporting letters to the above address. The deadline for receipt of applications, letters of recommendation, and all other supporting materials is February 1, 2006. Applications incomplete at that date will not be considered. All qualified candidates are encouraged to apply. Canadian citizens and permanent residents will be given priority. Carleton University is committed to equality of employment for women, Aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. Applications may be found at www.carleton.ca/cuass/employment/index.html and by visiting the website of the Department of History at www.carleton.ca/history. Detailed information about academic employment at Carleton may be found at www.carleton.ca/cuass/employment/index.html.

■ **HISTORY (MEDIEVAL EUROPE)** – Carleton University The Department of History at Carleton University invites applications for a tenure/teaching position in Medieval History at the Assistant Professor level, subject to budgetary approval, to commence on July 1, 2006. We seek a scholar possessing the PhD with a record of excellence in teaching and demonstrable promise of an outstanding career as a publishing scholar. The successful candidate will be expected to develop a program of research leading to significant peer-reviewed publications. We wish to appoint a historian of Medieval Britain or Europe. The successful applicant will contribute to Carleton University's innovative ArtsOne program, and offer other undergraduate courses. The appointee will also offer instruction and supervision aimed at expansion of graduate offerings in the Medieval and Early Modern eras. Specialists in other related areas will be given priority consideration. Applications, together with a curriculum vitae, graduate transcripts, teaching evaluations, and evidence of published work should be sent as paper copies (not electronic attachments) to: Prof. A. McKillop, Chair, Department of History, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6. At the time of application, candidates should arrange to have three referees familiar with their work send supporting letters to the above address. The deadline for receipt of applications, letters of recommendation, and all other supporting materials is February 1, 2006. Applications incomplete at that date will not be consid-

ered. All qualified candidates are encouraged to apply. Canadian citizens and permanent residents will be given priority. Carleton University is committed to equality of employment for women, Aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. Applicants may learn more about the university at www.carleton.ca and by visiting the website of the Department of History at www.carleton.ca/history. Detailed information about academic employment at Carleton may be found at www.carleton.ca/cuass/employment/index.html.

■ **HUMAN RIGHTS/WOMEN'S STUDIES** – Carleton University Subject to budgetary approval, the Institute of Interdisciplinary Studies (Human Rights program) and the Pauline Jewett Institute of Women's Studies at Carleton University wish to make a tenure-track cross-appointment at the level of Assistant Professor in the area of Human Rights/Women's Studies, to begin July 1, 2006. Preference will be given to candidates who exhibit a strong interdisciplinary background of study, research, and publication. We are particularly interested in candidates with research and teaching expertise in the areas of gender and human rights. The Human Rights program is one of only two interdisciplinary undergraduate programs in Human Rights in Canada, and has over 250 Honours students and a combined Honours program. The Pauline Jewett Institute of Women's Studies is an interdisciplinary unit that offers a Minor, a Major, and a Combined Honours program in Women's Studies. Candidates should have a PhD, teaching experience, the ability to establish an academic program of research, with scholarly academic publications and grant support (e.g., SSHRC) and a commitment to mentorship of students at the undergraduate and graduate levels. Candidates will be expected to participate in the Arts One initiative, to teach core courses in both Women's Studies and Human Rights, including the large first year courses in Women's Studies and Human Rights, and the first year seminar in Human Rights. In addition, candidates will be expected to offer upper year seminars in their area of specialization. Further information can be obtained on our website at www.carleton.ca or by contacting Dr. Katherine Anisip (by e-mail: katherine.anisip@carleton.ca) or Dr. Victoria Caputo (by e-mail: vcaputo@carleton.ca). Applicants should send their curriculum vitae, sample syllabi,

evidence of teaching effectiveness, copies of representative publications, and a summary of research objectives and teaching experience, to Dr. Katherine Anisip, Director, Institute of Interdisciplinary Studies, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6. At the same time, candidates should arrange to have three referees forward supporting letters to the same address. All qualified candidates are encouraged to apply. The applications of Canadian citizens and permanent residents will be given priority. Carleton University is committed to equality of employment for women, Aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. Applications will be reviewed beginning February 15, 2006 and the process will continue until the search has been completed.

■ **HUMANITIES** – Carleton University, The College of the Humanities at Carleton University invites applications for a tenure-track position in Religion at the Assistant Professor level to begin July 1, 2006, subject to budgetary approval. The BA in Classics and Religion is housed in the College of the Humanities (see www.carleton.ca/chum/ or www.carleton.ca/religion/). We seek an outstanding scholar with a PhD and a track-record of demonstrated excellence in both teaching and research. The successful applicant will be committed to undergraduate teaching including introductory survey and thematic courses. They may be involved in some points in the ArtsOne program (see www.carleton.ca/artsone/). Applicants should have primary expertise in either East Asian religions (particularly Chinese) or South Asian religions (particularly Hinduism). Faculty members at Carleton are expected to participate in the life of the academic community, both on campus and beyond, and to seek external grants in order to develop and support a program of research leading to significant peer-reviewed publications. All qualified candidates and permanent residents will be given priority. Carleton University is committed to equality of employment for women, Aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. A letter of application (with CV, samples of recent research, and evidence of excellence in teaching and research) should be sent to: Rajeev, Director, College of the Humanities, Carleton University, 1125 Colonel By Drive,

Ottawa, Ontario, Canada, K1S 5B6. In addition, candidates should arrange to have three letters of reference to be sent under a separate cover. Consideration of candidates will continue on February 1, 2006, and continue until the position is filled.

■ **INFORMATION & LIBRARY SCIENCE (DIRECTOR)** – University of Waterloo. The University of Waterloo welcomes applications and nominations for the position of Director for a new School of Information Studies. We are seeking candidates with the vision, energy and commitment to lead North America's first full baccalaureate program educating library, archives and information professionals. This challenge offers the opportunity to contribute to an innovative interdisciplinary program characterized by a management perspective and an accelerated adoption of new information technology. In collaboration with the Deans of the Faculties of Arts and Graduate and Postdoctoral Studies, other university colleagues, and representatives of major employers of information professionals, the successful candidate would actively participate in designing course content for on-site and web-based delivery, recruiting new faculty and students, and generating allocated financial, personnel and physical resources in order to achieve proposed strategic initiatives and business plan outcomes. With an established university industry or public service reputation based on at least ten years of professional experience in the field of information management, the ideal appointee would qualify for the rank of Associate or Full Professor. The successful candidate should have earned doctoral degree in a field pertinent to at least one of the three Information Studies teaching streams, a demonstrated commitment to research, and an established record of external funding, and exceptional interpersonal and communication skills in both French and English. The preferred appointment would be effective from September 1, 2006. Candidates should submit a cover letter outlining their anticipated contribution to the School of Information Studies, examples of recent research and three confidential letters of recommendation to be sent separately by February 28, 2006, to: Dr. George Lang, Dean, School of Information Studies, University of Waterloo, 60 University Street, Waterloo, ON, N2L 2G1, Canada. We welcome applications from individuals who are invited to apply; however, preference is given to both Canadian citizens and permanent residents. The University of Waterloo also has an employment equity policy. We therefore strongly encourage applications from women, members of visible minorities and persons with disabilities to apply.

■ **IRISH STUDIES** – Concordia University Please refer to the Concordia University Faculty of Arts and Science display advertisement in this issue for LTA teaching positions by J. St. John.

■ **ITALIAN** – Concordia University Please refer to the Concordia University Faculty of Arts and Science display advertisement in this issue for LTA teaching positions by J. St. John.

■ **JOURNALISM** – Concordia University Please refer to the Concordia University Faculty of Arts and Science display advertisement in this issue for LTA teaching positions in Journalism.

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■ **KINESIOLOGY** – University of Waterloo. The Department of Kinesiology at the University of Waterloo invites applications at the rank of Assistant Professor in the area of Physiology and Muscle Metabolism. Successful candidates will be expected to have a strong portfolio of scholarly research, publication, and effective teaching, in addition to advancing a personal research program. Candidates will have the opportunity to work with multidisciplinary teams engaged in research on health promotion and the prevention of chronic disease. Research opportunities exist not only within the Department of Kinesiology but also within the Faculty of Health Sciences and its various type health research centres, including the recently established REJ Schlegel/UW Research Institute for Aging. We welcome applications from all physiology-related fields. The ideal candidate will have a recognized expertise in metabolism and be capable of teaching at the undergraduate level in areas such as biochemistry, metabolism, and muscle physiology, and graduate level metabolism. Research interests/emphasis in aging, genetic basis of health and disease, or the dependence of health on lifestyle determinants is a plus. The Department of Kinesiology is an interdisciplinary department with a broad range of expertise to support its mission to optimize health, to prevent injury and illness, and to extend the years of high quality life through understanding cellular to societal implications of physical activity, nutrition, and lifestyle. The Department offers BSc, MSc and PhD degrees in Kinesiology. Further information about the department can be found at <http://www.kinesiology.uwaterloo.ca>. Applicants should send a covering letter, three names of reference, and a curriculum vitae to: Dr. Stuart McGill, Chair of the hiring committee, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, Canada, N2L 2G1; or by Fax: 519-246-6776; or E-mail: mcgill@kinesiology.uwaterloo.ca. The closing date for applications is January 31, 2006 or until filled. The expected start date for the appointment is July 1, 2006. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ **KINESIOLOGY** – University of Waterloo. The Department of Kinesiology at the University of Waterloo invites applications at all academic ranks, including Full Professor, in the areas of Motor Control and Movement Neuroscience. Successful candidates are expected to have a strong portfolio of

scholarly research, publication, and effective teaching, in addition to advancing a personal research program. Candidates will have the opportunity to work as part of a multidisciplinary team engaged in new research in human sensorimotor neuroscience. Research opportunities exist not only within the Department of Kinesiology but also within the Faculty of Applied Health Sciences and its multiple health research centres, including the recently established Schlegel/UW Research Institute for Aging. We welcome motor control and movement neuroscience research in the areas of basic and applied neuroscience, neurophysiology, biomechanics and rehabilitation. The Department of Kinesiology is an interdisciplinary department with a broad range of expertise spanning the social to biological study of human movement. The mission of the department is to discover and explain mechanisms and principles of human movement and to apply this knowledge to the prevention of illness and injury together with strategies which optimize the health and physical performance of individuals. The department offers BSc, MSc and PhD degrees in Kinesiology and PhD degrees in Behavioural Neuroscience. The Behavioural Neuroscience doctoral program is offered collaboratively with the Faculty of Psychology, Health Studies and Gerontology and Psychology. Further information about the department can be found at <http://www.kinesiology.uwaterloo.ca>. Applicants should send a covering letter, three names of references, and a curriculum vitae to: Dr. Stuart McGill, Chair of the hiring committee, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, Canada, N2L 2G1; or by Fax: 519-246-6776; or E-mail: mcgill@kinesiology.uwaterloo.ca. The closing date for applications is January 31, 2006 or until filled. The expected start date for the appointment is July 1, 2006. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ **KINESIOLOGY** – University of New Brunswick. The Faculty of Kinesiology at UNB (Fredericton Campus) is seeking qualified individuals to fill three (3) tenure track positions at the Assistant or Associate Professor level with research and teaching responsibilities in the following areas: (1) Exercise Physiology; (2) Healthy Living/Wellness; (3) Sociocultural Aspects of Physical Activity and Health. The successful candidates will have a PhD (or near completion) in a related area and will be expected to compete for externally funded research grants, to act as advisors to their graduate students, and to teach advanced courses at the undergraduate and graduate levels and the supervising of graduate students. Applications and inquiries will begin January 9th, 2006 and will continue until the positions are filled. Applicants should submit a cover letter outlining their research and teaching goals, a curriculum vitae and the names of three references to: Dr. Terry R. Hogarty, details below, by February 5th, 2006. Dr. Terry R. Hogarty, Dean, Faculty of Kinesiology, University of New Brunswick, P.O. Box 4400, Fredericton, New Brunswick, Canada, E3B 6C1; Phone: (506) 453-4376; Fax: (506) 447-3058; Email: hogarty@unb.ca; www.unb.ca/kinesiology. All qualified individuals are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Applications should indicate citizenship status. The University of New Brunswick is committed to the principle of employment equity. UNB positions are subject to final budgetary approval.

■ **KINESIOLOGY** – Dalhousie University. Applications are invited for a fulltime position in the tenure track position of the Assistant Professor level in the School of Health and Human Performance commencing August 1, 2006. The Dalhousie University School of Health and Human Performance is part of the Faculty of Health Professions whose mission is to enhance health and social well-being through a high level and advanced professional learning opportunities, practice innovation, and leadership in research, research practice, and teaching. In addition to the School of Health and Human Performance, the Faculty includes the Schools of Physiotherapy, Occupational Therapy, Nursing, Health, Behavioural Science, Human Communication Disorders, Social Work, the College of Pharmacy, and the College of Health Sciences. The Faculty includes the Clinical Vision Science program. The School of Health and Human Performance offers a Bachelor of Science in Health and Human Performance, a Bachelor of Science and Masters degrees in Kinesiology, Health Promotion, Therapeutic Recreation, and Recreation Management. Dalhousie University is located in Halifax, a small, historic, and culturally active city located in a province with substantial lifestyle advantages such as music, theatre, festivals, ocean beaches, whale-watching, fishing, and camping. The successful candidate will have a strong background in research and a strong record of developing research in a broad area of kinesiology. Preference will be given to applicants who can teach kinesiological anatomy and courses in health, safety and injury. Research and supervision of undergraduate BSc (Honours) and MSc students is an essential part of the position. Research is a component of assigned faculty workload. Excellent opportunities exist for collaboration with the Faculty of Health and Human Performance, the Faculty of Health Professions, and other areas at Dalhousie including medicine, community health and epidemiology, psychology and biomedical engineering. Requirements for this position include a completed doctoral degree (or a doctorate in progress), a strong research record in kinesiology, or other related area, as well as evidence of a strongly developed research and teaching program. Teaching experience would be an asset. Applicants should submit a cover letter stating qualifications and abilities, a curriculum vitae, and the names, address, and phone number of three references to: Dr. L. Livingston, Director, School of Health and Human Performance, Dalhousie University, 6230 South Street, Halifax, NS, B3H 3A4; fax: (902) 494-5124; Email: lori.livingston@dal.ca; web site address: www.hahp.healthprofessions.dal.ca. Consideration of applications will begin February 15 and continue until the position is filled. All qualified candidates are encouraged to apply; however, Canadians

Mount Allison University

Present Intense. Future Perfect.

Invites applications from, and nominations of, qualified individuals for the position of

VICE PRESIDENT, ACADEMIC AND RESEARCH

Mount Allison University in Sackville, New Brunswick, has a rich 165 year history and an even greater future. It ranks at the top of Canadian universities for alumni and graduate satisfaction and is known for its excellence in undergraduate liberal education in the humanities, professional disciplines and social and natural sciences. Mount A focuses on the whole student and ensures that the student experience is outstanding. Students consistently rank faculty accessibility as high, and faculty student ratios are carefully controlled for maximum interaction. Generous undergraduate scholarships ensure that the best students can attend. An entirely wireless campus provides broad access to information, innovative learning opportunities and support for research initiatives. Extracurricular programs assure students of a rich, rounded and vibrant university experience in this attractive community. Mount Allison faculty are noted scholars, researchers and teachers, and committed to student success.

The Vice President, Academic and Research will successfully engage faculty, staff, administration, students and alumni in the collaborative development of strategies and plans to ensure that Mount A continues to offer outstanding academic programs and research opportunities that are innovative, rigorous, relevant, sustainable and that meet the needs of a dynamic student body.

A new President will be named to Mount Allison early in 2006. This major leadership change presents a unique opportunity for a seasoned and highly regarded scholar and academic administrator to join Mount Allison and contribute to the achievement of its ambitious vision to be widely recognized as one of the best undergraduate universities in North America offering students an outstanding liberal education.

Sackville, New Brunswick, was named one of the "Top Ten Towns in Canada." It borders Nova Scotia and New Brunswick on the TransCanada Highway and is within 30 minutes of Moncton and is 2 1/2 hours from Halifax.

Requests for the Vice President, Academic and Research Position and Candidate Profile, expressions of interest and nominations or suggestions of suitable candidates should be submitted in confidence to the address shown below. The Search Committee will begin consideration of candidates early in 2006. The appointment date is July 2006.

All inquiries to the Caldwell Partners are confidential. Please indicate your interest in Project 8219 through the Opportunities Section of www.caldwell.ca, or by email to Halifax@caldwell.ca or in writing to 5657 Spring Garden Road, Suite 500, Park Lane, Box 247, Halifax, Nova Scotia, Canada. B3J 3R4.

The Mount Allison University website is www.mta.ca.

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CAREERS CARRIERS

and permanent residents will be given priority. Dalhousie University is an Employer of Affirmative Action Employees. The University encourages applications from visible minorities, persons with a disability, racialized persons, and women. This position is subject to budgetary approval.

■ **KINESIOLOGY** — Dalhousie University. Applications are invited for a full-time position in the area of Health and Human Performance. The position is located in the School of Health and Human Performance, which is an interdisciplinary research and teaching unit. The position is located in the School of Health and Human Performance, which is an interdisciplinary research and teaching unit. The position is located in the School of Health and Human Performance, which is an interdisciplinary research and teaching unit.

■ **LAW** — Carleton University. Subject to budgetary approval, Carleton University, Department of Law and Politics, invites applications for three permanent positions at the rank of Assistant Professor commencing July 1, 2006. One position is in the area of Criminal Law/Criminology, and two in the area of Law and Society. Candidates should hold a doctoral degree in law and have a demonstrated research and teaching record. The position is subject to budgetary approval.

■ **LIBRARIAN** — York University. York University is seeking a Librarian to the position of Reference & Instruction Librarian. Details are available at www.yorku.ca/academic. York University is an affirmative action employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/academic or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply, however, Canadian citizens and Permanent Residents will be given priority.

■ **LIBRARY (DIRECTOR)** — Algoma University. The College of Arts and Sciences, an affiliate of Algoma University, invites applications for a position of administrative support. The position is located in the School of Health and Human Performance, which is an interdisciplinary research and teaching unit. The position is located in the School of Health and Human Performance, which is an interdisciplinary research and teaching unit. The position is located in the School of Health and Human Performance, which is an interdisciplinary research and teaching unit.

■ **MANAGEMENT** — McGill University. Applications are invited for an Anticorruption Specialist position, limited term appointment. The position is located in the School of Health and Human Performance, which is an interdisciplinary research and teaching unit. The position is located in the School of Health and Human Performance, which is an interdisciplinary research and teaching unit. The position is located in the School of Health and Human Performance, which is an interdisciplinary research and teaching unit.

■ **MATHEMATICS** — St. Francis Xavier University. Applications are invited for one or more tenure-track faculty positions in Mathematics at St. Francis Xavier University to commence July 1, 2006. Subject to budgetary approval, Applicants should hold a PhD in Mathematics or a related field. Salary and rank are commensurate with qualifications and experience. Preference will be given to individuals who exhibit a strong commitment to excellence in teaching and show promise of developing a strong research program. The selection process will consist of a written examination, followed by an interview. The position is located in the School of Health and Human Performance, which is an interdisciplinary research and teaching unit.

■ **MATHEMATICS & STATISTICS** — McGill University. The Department of Mathematics and Statistics invites applications for a tenure-track or tenured position in an area of Mathematics with links to Computer Science (for example: Discrete Mathematics, Probability, Computational Number Theory or Combinatorial Algebra). Candidates should have a broad interest in applications, particularly of an algorithmic nature. While the appointment is expected to be made at the level of an assistant professor, the Department would consider applicants for a senior position. Candidates must have a doctoral degree at the date of appointment and a strong background in mathematics. They are also expected to have demonstrated the capacity for independent research of excellent quality. Selection criteria include research accomplishments, as well as potential contributions to the educational programs of the Department at the graduate and undergraduate levels. Applications with a curriculum vitae, a list

of publications, a research outline, an account of teaching experience, a statement on teaching, and the names, phone numbers and email addresses of at least four references (with one addressing the teaching record) should be sent to Professor N. Karmali, Chair, Search Committee, Department of Mathematics and Statistics, McGill University, 805 Sherbrooke Street West, Montreal, QC, H3A 2K4, Canada. Candidates must arrange to have the letters of recommendation sent directly to the above address. Candidates are encouraged to include copies of up to 3 selected reprints of preprints with their application. To ensure full consideration, applications must be received by February 1, 2006. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. However, all outstanding candidates will be considered. McGill University is committed to equity in employment and specifically encourages applications from female and minority candidates.

■ **MATHEMATICS & STATISTICS** — Carleton University. The School of Mathematics and Statistics at Carleton University invites applications for a tenure-track faculty position at the rank of Assistant Professor in Applied Analysis, starting July 1, 2006. Applicants should have a PhD in Mathematics or related areas, and a strong commitment to excellence in research and teaching. The School is particularly interested in candidates who are active in the areas of Numerical Analysis and/or Applied Differential Equations. The successful candidate will be expected to develop a strong, externally funded research program, supervise students, as well as develop and teach undergraduate and graduate courses. More information about the School can be found at www.math.carleton.ca. This position is subject to final budgetary approval. Consideration of applications will begin on January 2, 2006 and continue until the position is filled. Applications (hard copies only) including a curriculum vitae, three letters of reference, up to four sample publications, and a teaching dossier should be sent to: Dr. T. Q. Zhao, Director, School of Mathematics and Statistics, Carleton University, Colonel By Drive, Ottawa, Ontario, K1S 5B6, Canada. Email: mta@math.carleton.ca. All qualified candidates are encouraged to apply. The applications of Canadian citizens and Permanent Residents will be given priority. Carleton University is committed to

equality of employment for women, Aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

■ **MATHEMATICS & STATISTICS** — Concordia University. Please refer to the Concordia University Faculty of Arts and Sciences display advertisement in this issue for LTA teaching positions in Mathematics and Statistics.

■ **MECHANICAL & INDUSTRIAL ENGINEERING** — Concordia University. The Department of Mechanical and Industrial Engineering at Concordia University invites applications for four, full-time tenure-track faculty positions in the following areas: Avionics and control systems; Micro- and Nano-systems; Energy and alternative fuels systems; Biomechanical and Bio-engineering. The appointments will be at the level of Assistant, Associate or Full Professor, depending on the qualifications and academic records of the applicants. Candidates should have a Bachelor's degree in Mechanical Engineering with a PhD degree in Mechanical Engineering or in a closely related area. The candidates will be expected to develop a strong, externally funded research program with a strong commitment to supervision of MSc and PhD students. Successful candidates will also be required to participate in the academic programs of the Department, including teaching undergraduate and graduate courses, developing undergraduate laboratories and other educational, scholarly and professional activities. Eligibility for certification as a Professional Engineer in Quebec or in another Canadian province is an asset. The appointments will be made effective June 1st, 2006. The Department of Mechanical and Industrial Engineering at Concordia offers two undergraduate and graduate courses, developing undergraduate and graduate courses, developing undergraduate and graduate courses, developing undergraduate and graduate courses.

■ **MECHANICAL & INDUSTRIAL ENGINEERING** — University of Waterloo. The Department of Mechanical Engineering invites applications for a tenure track position in the area of Solid Mechanics, with expertise in Structural Biomechanics, at the Assistant, Associate, or Full Professor rank. Qualifications include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. The successful applicant will have expertise in numerical modeling and research interests in musculoskeletal biomechanics with a focus on constitutive behaviour of complex biological tissues; the structural interaction of biological tissues and common engineering materials; and/or, theories of traumatic failure in biological tissues such as the heart, torso, spine and synovial joints. Current research interests in the department are in the areas of joint replacement implants, impact biomechanics and crashworthiness. Strength in undergraduate design project supervision, teaching of mechanical design, and collaboration with other faculty members is considered essential. Applicants must hold a PhD in Mechanical Engineering and have relevant experience. An excellent ability for excellence in teaching, excellent communication skills, and the willingness and ability to teach both undergraduate and graduate courses in Mechanical Engineering. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and people with disabilities. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience.

The Canadian Association of University Teachers Announces the 38th Annual

J.H. Stewart Reid Memorial Fellowship for Doctoral Studies 2006-2007

Details:

- One fellowship in the amount of \$5000
- Tenable for a doctoral program in any field of study at any Canadian university
- Award is for one year

Application Closing Date:

April 30, 2006

The Fellowship recipient will be announced in July 2006. An announcement will also appear in a fall edition of the CAUT Bulletin.

Apply online at <http://stewartreid.caut.ca>

Information: Johanne Smith, Awards Officer
2675 Queensview Drive, Ottawa, Ontario K2B 8K2 (stewartreid@caut.ca)

The J.H. Stewart Reid Memorial Fellowship Trust was founded to honour the memory of the first executive secretary of CAUT.



L'Association canadienne des professeurs et professeurs d'université annonce

La 38^e bourse annuelle de J.H. Stewart Reid pour études doctorales 2006-2007

Détails:

- Une bourse d'études de 5 000 \$
- Offerte pour les programmes de doctorat de tous les domaines dans une université canadienne
- Bourse d'une année

Date limite des demandes:

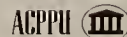
30 avril 2006

Le nom du lauréat ou de la lauréate sera annoncé en juillet 2006. Il sera aussi annoncé dans un numéro de l'automne du Bulletin de l'ACPPU.

Appliquez en ligne : <http://stewartreid.caut.ca>

Renseignements: Johanne Smith, Agente des bourses
2675, promenade Queensview, Ottawa (Ontario) K2B 8K2 (stewartreid@caut.ca)

La Fubice de la Bourse commémorative J.H. Stewart Reid a été créée pour rappeler la mémoire du premier secrétaire général de l'ACPPU.



CAREERS CARRIÈRES

Please send a curriculum vitae and a list of three references to Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1.

MECHANICAL ENGINEERING – University of Waterloo. An exciting and challenging opportunity exists for a full-time track position at the University of Waterloo in support of a new initiative in Mechanical Engineering. The University of Waterloo is committed to a significant thrust in Mechanical Engineering in the Department of Mechanical Engineering. As part of this thrust, a significant capital expansion is underway, a Tier I Canada Research Chair in Intelligent Mechatronics and Materials Systems has been named, and a Centre in this

area is being created. Information about the Faculty and Department can be found at www.eng.uwaterloo.ca and at www.mech.uwaterloo.ca. The Department of Mechanical Engineering at the University of Waterloo invites applications from outstanding individuals for a tenure-track position in thermal engineering at the assistant, associate, or full professor rank. This search is part of an ongoing effort in launching the Mechatronics Engineering program, representing an increase in annual intake of 110 students. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate and undergraduate student research, and undertaking an active research program including external funding. The research field is flexible, but must be strongly linked to thermal engineering.

Applicants must hold a PhD and have relevant experience, potential or proven ability for excellence in teaching, and excellent communication skills. Applicants should send their full curriculum vitae, a concise vision statement, and the names of three references to: Dr. G.E. Schneider, Chair, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Fax: (519) 888-4350. Applications will be accepted until suitable candidates are found. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from

all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

MECHANICAL ENGINEERING – University of Waterloo. The Department of Mechanical Engineering at the University of Waterloo invites applications from outstanding individuals for a tenure-track position at the Assistant or Associate Professor rank, in the area of Experimental Fluid Mechanics. Information about the Faculty and Department can be found at <http://www.eng.uwaterloo.ca/> and <http://mecheng.uwaterloo.ca/>. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. The successful applicant will have a strong background and research interest in the measurement and physical modelling of fluids. Possible research areas include, but not limited to, environmental flow, turbomachinery flow, microfluidics, thermoacoustics and flow fields in fire safety. Applicants must hold a PhD degree, have excellent communication skills, and should be eligible for registration as a professional engineer in the Province of Ontario. Successful candidates must demonstrate potential for excellence in developing and teaching courses at the undergraduate and graduate levels, supervising undergraduate and graduate student research, establishing a viable externally funded research program and providing service to the Department. The University encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three references to: Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1.

MECHANICAL ENGINEERING – University of Waterloo. The Department of Mechanical Engineering at the University of Waterloo invites applications from outstanding individuals for a tenure-track position at the Assistant or Associate Professor rank, in the area of Experimental Fluid Mechanics. Information about the Faculty and Department can be found at <http://www.eng.uwaterloo.ca/> and <http://mecheng.uwaterloo.ca/>. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. The successful applicant will have a strong background and research interest in the measurement and physical modelling of fluids. Possible research areas include, but not limited to, environmental flow, turbomachinery flow, microfluidics, thermoacoustics and flow fields in fire safety. Applicants must hold a PhD degree, have excellent communication skills, and should be eligible for registration as a professional engineer in the Province of Ontario. Successful candidates must demonstrate potential for excellence in developing and teaching courses at the undergraduate and graduate levels, supervising undergraduate and graduate student research, establishing a viable externally funded research program and providing service to the Department. The University encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three references to: Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1.

relevant to genetic contributions to illness, molecular determinants and mechanisms of disease and development of novel therapeutic approaches and technologies to improve treatment of disease. Canada Research Chairs (Tier 1 & 2) – these prestigious appointments will provide significant resources for start-up and are aimed at outstanding researchers who are world leaders or have the potential to be world leaders in their fields. The successful candidates' research will interface with scientific programs within the Centre, and will directly address issues of medical relevance. Positions are subject to review and final approval by the CRC Secretariat. We also especially interested in applicants working in the following fields: Genetic variation and susceptibility to disease; Human genetics; Statistical genetics; Bioinformatics; Pharmacogenetics; Experimental therapeutics; Mechanisms of genetic disease. The CMHT has a scientific mandate to ascertain cellular and protein function relevant to human disease as the key to improved diagnosis, treatment and prevention of health problems. In children and adults, the CMHT includes outstanding infrastructure support such as a bioinformatics, expression profiling, DNA sequencing, antibody production and whole-genome libraries for mouse genetics (transgenics, breeding and behavior testing) and the testing of experimental therapies in animal models of human disease. The successful candidates will be appointed as members of the fulltime faculty. Applicants should ideally hold an MD and/or PhD degree or equivalent and a record of recognized accomplishment in areas relevant to Human Biology and Disease. Salary and rank will be commensurate with qualifications and experience. These are full-time tenure track appointments and the CRCs are subject to final budgetary approval. Anticipated start date for these positions is July 1, 2006. Closing date for all applications is February 3, 2006. Please send CV, names of three references and a brief statement of research interests to: Cindy Jean, Manager of Human Resources, genamcmht@usc.ca, CMHT, 980 West 28th Avenue, Vancouver, BC V5Z 4A4, <http://www.ccmht.usc.ca>. USC and its affiliates hire on the basis of merit and are committed to employment equity. We encourage all qualified applicants to apply; however, Canadians and permanent residents of Canada are given priority. CRCs are open to individuals of any nationality; offers will be made in accordance with the CRC program. (Leading Edge Endowment Fund; Child & Family Research Institute).

UNIVERSITY OF WATERLOO

CHAIR
DEPARTMENT OF MECHANICAL ENGINEERING

The Department of Mechanical Engineering at the University of Waterloo, Canada, invites nominations and applications at the rank of Full Professor for the position of the department Chair. Candidates are expected to have a distinguished record of teaching and research and have outstanding interpersonal communication skills. He/She must have demonstrated administrative and leadership capabilities. The successful candidate will lead the fast growing department with more than 40 faculty members, approximately 1000 undergraduate students and 200 graduate students.

The department undergraduate co-op program and graduate programs attract the top students in Canada and outstanding international applicants. It has led to the establishment in 2004 of the first interdisciplinary Mechatronics Program in Canada, attracting high calibre faculty members and students. The department supports a broad spectrum of research from basic science through applied engineering. Researchers benefit from close connections with manufacturing and high technology companies and from the liberal intellectual-property policy of the University of Waterloo, which vests the rights with the inventor.

The University of Waterloo is a world-renowned pioneer in co-op education and has been consistently ranked #1 "Comprehensive University" and #1 "Best Overall" university in Canada by the Maclean's magazine's annual universities issue (<http://www.macleans.ca/universities/index.jsp>). The University is located in the attractive community of Kitchener Waterloo (population 300,000) in southwestern Ontario, about one hour west of Toronto. The Waterloo region is home to two universities and a college, and one of the highest concentrations of high technology companies and many spin-offs of university research.

Applications and nominations should include a detailed resume, references and a statement of capabilities and qualification. For full consideration, applications should be received prior to February 1, 2006. Send applications or nominations to:

Professor Adel S. Sedra, Dean
Faculty of Engineering, University of Waterloo
200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1
Phone: (519) 888-4567 ext: 2408; Fax: (519) 746-1457
E-mail: psdifm@uwaterloo.ca

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.



BUILDING A TALENT TRUST

Faculty of Kinesiology and Health Studies / Faculty of Arts

Tier II Canada Research Chair (CHIR) in Health Studies
Faculty of Kinesiology and Health Studies / Faculty of Arts

The Canada Research Chairs (CRC) Program was established by the Government of Canada to enable Canadian universities to foster research excellence and enhance their role as world-class centers of research excellence in the global knowledge-based community. Information about the CRC Program, including profiles of current chairholders, can be found at <http://www.chairs.gc.ca/>.

The University of Regina is seeking to fill a CRC position (CHIR, Tier II), and invites nominations and applications in the area of Health Studies. The University has become a world leader in interdisciplinary health research through the work of units such as the Saskatchewan Population Health and Evaluation Research Unit, the Indigenous Peoples' Health Research Centre, the Centre on Aging and Health, the Anxiety and Illness Behaviours Laboratory, and the Traumatic Stress Group. This strategic emphasis at the University fosters and integrates research into the psychological, social, and biological aspects of health. Working with one or more of these units, the successful candidate will contribute to the development of a new Integrated Health Research Centre. The presence on campus of the First Nations University of Canada provides unique opportunities for collaborative research with Indigenous scholars. Preference will be given to individuals whose work has implications for Indigenous peoples. In addition, the ability to interact with researchers working in the area of health services and policy will be considered an asset.

To be eligible for a Tier II position, candidates must be established scholars with demonstrated potential of becoming world leaders in their research areas. As implied above, candidates will have the capacity to lead an interdisciplinary group of scholars, and to work with other leaders in health research. This appointment will be jointly held in the Faculty of Arts and the Faculty of Kinesiology and Health Studies.

Nominations and applications, including a curriculum vitae, a five-year research plan, and contact information for three references, should be forwarded to:

Dr. Craig J. Chamberlin, Dean
Faculty of Kinesiology and Health Studies
University of Regina
3737 Wascana Parkway
Regina, Canada
S4S 0A2

The closing date for applications is February 15, 2006; the appointment will be effective January 1, 2007, or as soon thereafter as possible. Please note that all CRC positions are subject to review and final approval by the CRC Secretariat.

The University of Regina is committed to the pursuit of research excellence, and is currently experiencing major growth in its physical facilities as well as in external research revenue, which has increased almost fourfold over the past five years. The University also emphasizes excellent teaching, and provides strong undergraduate and graduate degree offerings in Health Studies. For information about the University and its programs, visit <http://www.uregina.ca/>.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. We value diversity in the workplace.

UNIVERSITY OF
REGINA

University of Regina
3737 Wascana Parkway, Regina, SK S4S 0A2
www.uregina.ca

College of
NURSING

UNIVERSITY OF SASKATCHEWAN

Academic Director
Royal Bank Community Development Program

In response to a gift received by the College of Nursing from the Royal Bank of Canada, the College of Nursing invites applications for Academic Director, Royal Bank Community Development Program, starting July 1, 2006.

The Royal Bank Community Development Program will complement the College of Nursing's current strategic plan which identifies research foci in the areas of population health within vulnerable populations, particularly child health; occupational, rural and remote; Aboriginal, forensic, and mental health. The Community Development Program is also consistent with the University's Integrated Plan, lending impetus to a new master's program in public health (nursing, medicine, and veterinary medicine). Accompanying this tenure-track position is funding available for community development work and graduate student stipends.

The Academic Director will provide leadership in Community Development work in collaboration with other University initiatives in this area and develop capacity of faculty and graduate students.

Qualifications

The ideal candidate will have a doctoral degree, with at least one degree in nursing, and must be eligible for nurse registration in Saskatchewan. This individual will have an established program of research/scholarship with a record of success in obtaining national funding. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Academic Setting

The College of Nursing is one of six health science colleges at the University of Saskatchewan offering unique opportunities for interdisciplinary research and practice. The College offers a four-year baccalaureate program, the Nursing Education Program of Saskatchewan (NEPS), in Saskatoon, Regina, and Prince Albert in collaboration with the Saskatchewan Institute of Applied Science and Technology (SIAT) and the First Nations University of Canada. The College also offers a baccalaureate program for diploma-prepared nurses and a master's nursing program. An advanced nursing practice program in mental health (MN) is expected to commence in 2006-07 and a PhD program is being planned. This program would complement other existing allied health science initiatives in population health.

Responsibilities

The Academic Director and his/her Program Team in partnership with communities, will explore the needs of communities, enhance community partnerships to define researchable questions relevant to these communities, carry out related research and scholarship, disseminate findings, and contribute to policy development at community, institutional, regional, provincial, and national levels. The Community Development Program will provide consultation and scientific expertise within the Prairie Region, nationally, and internationally and will educate and mentor faculty and graduate students in nursing in collaboration with the allied health sciences at the University of Saskatchewan. As a member of the College of Nursing faculty, the Academic Director will maintain an active research program. The Community Development Program will respond to communities in the broadest sense, according to the evolving demographic of the Prairie Region. Our Prairie communities encompass the rich diversity of the Canadian mosaic, from First Nations, Inuit and Métis, to the most recent newcomers – immigrants and refugees from around the world. Children and youth in all these groups will be the focus of the Academic Director and team. To view additional information on the College of Nursing, please visit our website at www.usask.ca/nursing/.

Remuneration

Ranks and salary will be commensurate with experience. There is an excellent benefits plan and research start-up support for new faculty. Position is subject to final budgetary approval.

Employment Equity

The University of Saskatchewan is committed to the principles of employment equity and encourages applications from all qualified women and men, including Aboriginal people, persons with disabilities, and members of visible minorities.

How to Apply

Applicants are invited to send a curriculum vitae and the names of three references to: Professor Joan Sawatzky, Acting Dean, College of Nursing, University of Saskatchewan, A102 Health Sciences Building, 107 Wiggins Road, Saskatoon, SK, Canada, S7N 5E5. Closing date for applications is February 28, 2006.

CAREERS CARRIÈRES

■ MICROBIOLOGY & IMMUNOLOGY — The Department of Microbiology and Immunology, University of Western Ontario, The Department of Medicine and Immunology are seeking a Clinician Scientist for a faculty position at the rank of Assistant Professor in the general area of Immunology. Outstanding candidates will be considered at a higher rank. The successful candidate will join and enhance ongoing efforts in basic and translational research, with an institutional commitment to building a world-class experimental therapeutics program. The position guarantees 75% protected time for research activities. An outstanding start-up package includes high quality laboratory space in the Department of Microbiology and Immunology, excellent benefits and competitive salaries commensurate with academic qualifications. The candidate is expected to establish an independent, externally funded research program and collaborations with others at the University, the J. P. Roberts Research Institute, and the Lawson Health Research Institute. Priority will be given to candidates with research interests and expertise in the areas of infectious diseases, autoimmunity, transplantation, allergy, and viral immunology, which will complement existing areas of research strength in both departments. The successful candidate will hold a clinical academic position in the appropriate Division within the Department of Medicine and will be expected to participate in the teaching programs of the Departments of Medicine and Microbiology and Immunology at both undergraduate and graduate levels. This position requires participation in clinical and teaching activities. Candidates must have an MD or equivalent and must be eligible for licensure in the Province of Ontario. With a fulltime equivalent of about 32,000 The University of Western Ontario is a research-intensive university that provides students from a full range of academic and professional programs. The campus is in London, a city of 340,000, located midway between Toronto and Detroit. With parks, tree-lined streets and bicycle trails, London is known as the "Forest City." London boasts an international airport, galleries, theatres, music, and sporting events (see www.goodnewslondon.com). As appropriate, assistance will be provided in helping to relocate and find suitable spousal employment. The Department of Microbiology and Immunology has 23 full-time faculty members, numerous cross and joint appointed faculty in basic and clinical departments and at research institutes. There are more than 60 graduate students at the MSc and PhD levels in the Department of Microbiology and Immunology graduate program. The Department and the School of Medicine and Dentistry are equipped with state-of-the-art research facilities, including a number of recently funded infrastructure programs supporting thematic clusters. The Department of Medicine has approximately 200 no-regrets beds distributed across 12 divisions, providing clinical care at two main teaching hospitals covering 10 separate care sites. Patient care involves over 120,000 Emergency Room visits annually, 800,000 ambulatory visits and approximately 40,000 inpatient admissions. The Department of Medicine is the

sole referral centre for over 1.5 million people in South Western Ontario. Postgraduate training programs include over 500 trainees at all levels as well as an undergraduate entry class size of 143 students. The Department has bench and clinical research in many areas including cardiac physiology and heart failure, sepsis and lung injury, organ transplantation and clinical outcomes with major research programs including over 583 active clinical trials. Further information about the Departments of Medicine and Microbiology and Immunology may be found at <http://www.uwo.ca/mim> and <http://dom.uwo.ca/dom>. This position is subject to budget approval. Applicants should have written and oral communication skills in English. All qualified candidates are encouraged to apply, however, Canadian Citizens and Permanent Residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Please send detailed Curriculum Vitae, a brief description of research accomplishments and future plans, copies of representative publications, and the names of three referees to: Chair, Department of Microbiology and Immunology, Rm. 2014, Dental Sciences Bldg., The University of Western Ontario, London, Ontario, Canada, N6A 5C1. Applications will be accepted until the position is filled. Review of applications will begin in February 1, 2006.

■ MUSIC — University of Ottawa. Applications are invited for a full-time tenure-track position in musicology, which will be available July 1, 2006, at the assistant professor level. PhD in an area of music scholarship pertinent to undergraduate and graduate training and research at the University of Ottawa. The candidate must demonstrate a programme of research and publication sufficient for the direction of these students at the level of the Masters. Teaching duties may include core undergraduate courses in history taught in French, as well as upper-level electives and graduate courses in musicology or music theory. The department's principal research areas are the history of music in European and North-American contexts, the theory and criticism of musical performance, and music pedagogy and cognition. Active bilingualism is required for hiring. The successful candidate must participate in the administration of the Department. Salary is commensurate with qualifications and experience and consistent with the Collective Agreement. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Employment equity is University policy. The University strongly encourages applications from women. Candidates should submit a letter of application and curriculum vitae, and should arrange for three confidential letters of recommendation from qualified referees to be sent directly to the address below. Deadline: March 1, 2006 or until position filled: Stéphane Lemelin, Chair, Department of Music, University of Ottawa, 50 Université, Ottawa, ON, K1N 6N5.

■ MUSIQUE — Université d'Ottawa. Le Département de musique sollicite des candidats pour un poste de professeur(e) adjoint(e) à temps complet menant à la permanence pour l'enseignement en musique. Date d'entrée en fonction: le 1er juillet 2006. Doctorat en musique dans un domaine pertinent pour la formation des étudiants des premier et deuxième cycles et pour la recherche en musicologie à l'Université d'Ottawa. Le candidat doit montrer un programme de recherche et de publications suffisant pour diriger des thèses au niveau de maîtrise. La charge d'enseignement peut comprendre les cours obligatoires d'histoire de la musique du 1er cycle enseignés en français et les cours optionnels de musicologie et d'analyse des 1er et 2e cycles. Les axes de recherche du département sont l'histoire de la musique dans le contexte européen et nord-américain, la théorie et la critique d'interprétation, et la pédagogie et la cognition musicale. Le bilinguisme actif est requis des embauchés. Le candidat doit aussi participer à l'administration du département. Le salaire sera déterminé en conformité à la convention collective. Toutes les personnes qualifiées sont invitées à postuler; la priorité sera toutefois accordée aux Canadiens ainsi qu'aux personnes appartenant à des groupes désavantagés. Les personnes intéressées doivent faire parvenir leur lettre de candidature et un curriculum vitae, et s'assurer que les lettres de trois référents ou recommandations soient accompagnées sous pli confidentiel directement à l'adresse ci-bas. Date limite: 1er mars ou jusqu'à ce que le poste soit comblé. Stéphane Lemelin, Directeur Département de musique, Université d'Ottawa, 50 Université, Ottawa, ON, K1N 6N5.

■ NANOTECHNOLOGY ENGINEERING — University of Waterloo. The departments of Chemistry, Chemical Engineering, and Electrical & Computer Engineering at the University of Waterloo invite applications for several positions at the Assistant, Associate, and Full Professor levels. The positions are part of the University's expansion in Nanotechnology Engineering (NE), which includes a new undergraduate degree program in NE (http://www.nanotech.uwaterloo.ca). The initiative is a cross-disciplinary partnership between the three departments, which are home to more than 140 faculty members and 600 graduate students. Applications are invited from excellent candidates in the fields of nanoscience and nanotechnology with emphasis in the areas of nanoelectronics (e.g., quantum structures, molecular electronics), micro/nano instruments (e.g., nanoscale spectroscopy, fluidic nanosensors), (e.g., nanomedicine, biomaterials), and nanomaterials (e.g., nanocrystals, nanowire, nanotubes, nanoscale membranes). The successful candidates are expected to establish world-class, independent, externally funded research programs in a research-intensive cross-disciplinary environment. The departments in

volvement in the creation of the NE program are already home to state-of-the-art characterization, analysis, and synthesis research facilities including cleanroom laboratories for nanoscale structures and devices. Excellent research and teaching lab facilities are being established across the university, including a new building complex with lab clusters for nanotech research. The candidates are also expected to develop and teach a broad range of innovative undergraduate and graduate courses in nanoscience and nanotechnology. Interested candidates should forward their curriculum vitae, the names of four referees, a short description of research accomplishments, a teaching statement, and a research statement. They may also indicate the department they wish to be affiliated with. The positions will remain open until they

are filled. Applications should be sent to: Faculty Hiring Coordinating Officer, Nanotechnology Engineering Program, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, N2L 3G1, Canada; email: faculty_hiring@nanotech.uwaterloo.ca. With a student population of 22,000 and six faculties, the University of Waterloo has been rated as the most innovative university in Canada for the 13th year in a row. Located about 100 km from metropolitan Toronto, the University of Waterloo is in the Region of Waterloo with a population of 500,000. The area is in the heart of Canada's technology triangle and enjoys one of the fastest growths in Canada. All qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications

from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities. Candidates targeting the Engineering departments are expected to become eligible for Professional Engineering registration in Ontario.

■ NURSING — University of British Columbia. The University of British Columbia School of Nursing is currently inviting applications for tenure-track faculty positions at the rank of Assistant, Associate or Full Professor. UBC was Canada's first university to offer a nursing degree program, and has a proud tradition of excellence in undergraduate and graduate nursing education. We are committed to advanced professional practice, scholarship and research. We offer innovative and exciting baccalaureate, master's and doctoral nursing programs and have



DEAN, DIVISION OF EXTENDED EDUCATION University of Manitoba

Work collaboratively to provide visible and visionary leadership to a diverse, dynamic Division of Extended Education.

Advance the strengths of current programming, program development, alternative delivery approaches, instructional design, flexible delivery, learning technologies, blended learning, Recognition of Prior Learning (RPL), and cutting edge research in continuing and adult education. Maintain and foster partnerships within the University and with other post-secondary institutions, Aboriginal peoples, and local, national, and international community and professional organizations.

Visionary leaders with proven success in strategic planning and financial management in human resource and student development, and effective marketing strategies are invited to apply or to be nominated

Extended Education is currently organized into eight major program areas: Aboriginal Focus Programs, Access Program, Continuing Education, Distance and Online Education, English Language Studies, General Studies, Summer Session, and a new program area, International Programs

Please consult www.umanitoba.ca/adm/vp_academic/ or www.umanitoba.ca/employment/academic/ for a full description of the position and requirements. Please refer to position #CC822 in all correspondence

All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. The University of Manitoba is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified women and men, including members of visible minorities, Aboriginal peoples and persons with disabilities. Application materials, including letters of reference, will be handled in accordance with the Freedom of Information and Protection of Privacy Act (Manitoba).

Should you want to learn more about this unique leadership opportunity, forward your C.V. a letter of application and the names and contact information of three references, in confidence to:

Dr. Robert Kerr, Vice-President (Academic) & Provost and Chair, PAC, Extended Education Room 208 Administration Building, University of Manitoba, Winnipeg, Manitoba R3T 2N2 Phone: (204) 474-9444; Fax: (204) 275-1160

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UNIVERSITY
OF MANITOBA

UNIVERSITY OF REGINA

Faculty Positions Available

The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatics, health, and social justice. It enjoys constructive relationships with three federated colleges, with all levels of government, and with business, research, and community partners. With over 12,500 students, 1,200 faculty and staff, and an operating budget of \$112 million, the University of Regina is committed to being a great place to study and work. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. We value diversity in the workplace.

FACULTY OF ARTS

TENURE-TRACK POSITIONS

In the Departments of Geography and Sociology & Social Studies

TERM POSITIONS

In the Department of Anthropology

FACULTY OF ENGINEERING

TENURE-TRACK POSITIONS

In the areas of Software Systems Engineering, Industrial Systems Engineering (and/or Engineering Management), and Environmental Systems Engineering (in Infrastructure Systems Engineering)

TERM POSITIONS

In the area of Petroleum Systems Engineering

FACULTY OF FINE ARTS

TIER 2 CANADA RESEARCH CHAIR

In the area of Interactive Media in the Department of Media Production & Studies

TERM POSITIONS

In the Department of Media Production & Studies - Film Studies
In the Department of Theatre - Acting/Directing

FACULTY OF KINESIOLOGY & HEALTH STUDIES

TIER 2 CANADA RESEARCH CHAIR

In the area of Health Studies (Joint appointment with the Faculty of Arts)

TENURE-TRACK POSITIONS

In the areas of Adapted Physical Activity and/or Therapeutic Recreation

FACULTY OF SCIENCE

TIER 2 CANADA RESEARCH CHAIR

In the area of Water & the Environment

For detailed descriptions on these positions, please visit www.uregina.ca/hr/recruitment



UNIVERSITY OF
REGINA

University of Regina
3737 Wascana Parkway, Regina, SK S4S 0A2
www.uregina.ca



Simon Fraser University Tenure-Track Positions Faculty of Health Sciences

Simon Fraser University is internationally recognized for research and teaching excellence in the liberal arts and sciences, and for innovative interdisciplinary and professional programs. The new Faculty of Health Sciences has been created to extend and enhance this reputation.

To support the innovative Masters program in Population and Public Health that began in September 2005, we are seeking six new faculty members. The aim of the program is to enhance skills in collaborative community health research, advance the ability to prevent disease, and increase understanding of the complex interplay among types and levels of societal investment in health and social systems and their implications for public policy-making.

We invite applications for the following tenure-track positions in the following areas:

- Global Health
- Health Policy
- Infectious Disease Epidemiology
- Social Epidemiology and Gender
- Exposure Science in Public Health
- Health and Economics

Successful applicants will have demonstrated teaching and research excellence. All academic ranks will be considered. Detailed information about these positions, the closing dates and the Faculty of Health Sciences can be found at http://fhs.sfu.ca/faculty_openings.php or http://www2.sfu.ca/vpacademic/faculty_openings

Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities. All qualified applicants are encouraged to apply, however Canadian citizens and permanent residents will be given priority. Positions are subject to final budgetary approval.

CAREERS CARRIÈRES

active affiliations with a wide variety of clinical practice agency and research partners. UBC is among Canada's top-ranked research-intensive universities, offering programs in a full range of health disciplines and creating a dynamic interdisciplinary scholarly community. Successful applicants will have a degree in Nursing (preferred), be eligible for registration with the College of Registered Nurses of British Columbia. They will establish and pursue a program of research and scholarship in a substantive field relevant to the discipline of nursing. Successful candidates will demonstrate, or show potential for, excellence in teaching at various levels of the curriculum and supervision of undergraduate and graduate students. Please mail, email or fax your letter of application, accompanied by curriculum vitae and contact information for three references to: Sally Thorne, RN, PhD, Director, School of Nursing, University of British Columbia, 1201, 2211 Westboro Mall, Vancouver, BC, Canada, V6T 2B5, Fax: 604-922-7422; Email: Director@nursing.ubc.ca. The final date for application for these positions will be January 15, 2006. Expected start date for these positions will be July 1, 2006, September 1, 2006, or January 1, 2007. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply, however, Canadians and permanent residents will be given priority. All positions are subject to final budgetary approval. Further information on the School of Nursing is available at <http://www.nursing.ubc.ca> and information on the employment environment in the Faculty of Applied Science is available at <http://www.apsc.ubc.ca/careers>.

OPERATIONS MANAGEMENT – University of Windsor. The Odette School of Business at the University of Windsor invites applications for one tenure-track position at the assistant or associate rank in the area of Operations Management commencing July 1, 2006. For a detailed position description visit our website at: www.uwindsor.ca/techpositions. Contact: Dr. Alan Conway, Dean, Odette School of Business, University of Windsor, Windsor, ON, N6B 3P4, Tel: 519, 253.3000 Ext. 3091; Fax: 519-973-7073; Email: conway@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Professor Brian M. Meier, Director, Faculty Recruitment at 877.665.6608 (toll free) with North America, call collect outside of North America at 519, 561.1432 or Email: recru@uwindsor.ca.

PHARMACY – University of Waterloo. The University of Waterloo is creating a new School of Pharmacy, focused on discoveries that advance the cause of human health. We invite applications for tenure-track or tenured faculty positions at the Assistant, Associate and Full Professor levels in the Pharmaceutical Sciences. We are seeking candidates who offer exceptional communication skills, creative/innovative scholarship and research strengths in fields including pharmaceutical engineering, pharmaceuticals, pharmaceutical nanotechnology, medicinal chemistry/pharmacology, pharmaceutical immunology, and bioinformatics.

The School of Pharmacy, the first to be established in Canada in over 20 years, will offer a rare opportunity to share in the launch of a new institution. As part of the world-renowned, entrepreneurial University of Waterloo (UW), the School will embrace integration at all levels – theory with practice, pharmacy with medicine, and academia with real-world experience. The institution's culture will promote discovery and innovation, encouraging bold steps and breakthrough developments. Scheduled to open in September 2007, the School will ultimately be home to 480 undergraduate students, approximately 70 graduate students and 20 faculty members, forming the anchor of a brand-new Health Sciences Campus in downtown Kitchener. This exciting development builds on an unprecedented investment by local residents, creating a welcoming community for both scholars and students. Additional information on the School of Pharmacy is available at www.pharmacy.uwaterloo.ca. Opportunities for collaboration exist with scientists in the Faculties of Mathematics, Engineering and Science, including UW's new Nanotechnology and Quantum computing programs, and the Waterloo Institute for Health Informatics Research. Researchers at the University of Waterloo benefit from the very generous intellectual property policy of the University, which vests the rights with the inventor. Rank and salary will be commensurate with qualifications and experience. Applicants must have a PhD and post-doctoral experience. Candidates at all levels of experience are encouraged to apply. Tangible familiarity with trans-disciplinary research will be an important attribute. Candidates will be expected to establish a successful research program. Duties will also include

teaching at the undergraduate and graduate levels, and graduate student supervision. Applications should include: 1) curriculum vitae, 2) the names of at least three individuals willing to furnish letters of reference, 3) a one-page statement regarding teaching philosophy, 4) an outline (1-2 pages) of the proposed research program, and 5) a concise statement regarding experience in trans-disciplinary research. Please direct complete applications to: Director, School of Pharmacy, Faculty of Science, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

PHARMACY – University of Waterloo. The University of Waterloo is creating a new School of Pharmacy, focused on discoveries that advance the cause of human health. We invite applications for tenure-track or tenured faculty positions at the Assistant, Associate and Full Professor levels for Practitioners/Educators. We are seeking candidates who offer exceptional communication skills, creative/innovative scholarship, and proficient teaching in fields including clinical pharmacotherapeutics, pharmaceuticals, primary care, and/or multidisciplinary scholarship will be an essential attribute. Candidates will be expected to establish a successful externally funded scholarship program, in addition to the pursuit of scholarly activity through research and practice. Letters of reference should include teaching at the undergraduate and graduate levels and supervision of students seeking advanced degrees or training in advanced clinical practice. Applications should include: 1) curriculum vitae, 2) the names of at least three individuals willing to furnish letters of reference, 3) a one-page statement regarding research or practice innovation, 4) an outline (1-2 pages) of the proposed scholarly activity, and 5) a concise statement regarding experience in research or practice innovation. Please direct complete applications to: Director, School of Pharmacy, Faculty of Science, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

PHYSICS – University of Waterloo. The Department of Physics and Astronomy at the University of Waterloo is seeking applicants for a probationary (tenure-track) position at the rank of Assistant Professor in Atmospheric Physics, Planetary Physics, or Astronomy to begin on July 1, 2006. The Department of Physics and Astronomy includes 23 faculty with research interests in the fields of astronomy, atmospheric and planetary sciences, condensed matter physics, laboratory astrophysics, and medical physics. We seek candidates with experimental, observational, or theoretical research interests that complement and extend our current strengths in atmospheric physics, planetary physics, or astronomy. Candidates must have a PhD and a demonstrated record of research in one of the fields of interest. The successful candidate will be expected to establish an innovative and independent program of externally funded research involving the training of graduate students. The position is located at the rank of Assistant Professor in Atmospheric Physics, Planetary Physics, or Astronomy to begin on July 1, 2006. The Department of Physics and Astronomy is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities.

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PHILOSOPHY – University of British Columbia. The Faculty of Religious Studies, McGill University, invites applications for a tenure-track appointment in Religion and Society to commence August 1, 2006. Applicants must possess a PhD and expertise in the areas of ethics and either law or public policy. They will have a strong background in the Western tradition, a solid research and publication record, and experience in teaching and in the public sphere. A record of exceptional research, teaching goals, and curriculum vitae should be submitted together with a complete question-

UNB Saint John

DIRECTOR, INFORMATION SERVICES & SYSTEMS

University of New Brunswick, Saint John Campus

The University of New Brunswick is one of Canada's premier universities and plays a significant role in enhancing the social and economic lives of the people of New Brunswick. In addition to the two main campuses in Fredericton and Saint John, it has two ancillary sites in Moncton and Bathurst, NB, and also offers programs at Humber College in Toronto, in Beijing, Cairo and Trinidad. The high quality of life and the commitment to innovation, research and development are just some of the advantages of living and working in New Brunswick. Further information about UNB is available at <http://www.unb.ca>.

The Director, Information Services & Systems provides leadership and direction to a department which comprises three areas – Ward Chipman Library, Instructional Technology, and Integrated Technology Services. The Director will lead a process of integration of services to create a seamless information environment through maximizing both traditional and electronic access. These integrated services include computer services, network and internet services, library resources and services, library instruction, audiovisual services, and assistance in the use of instructional technology and technology-enhanced facilities. The organization supports the goals and mission of the University of New Brunswick, Saint John, and provides a wide range of academic support services.

Strong management and administrative abilities in combination with vision, strategic planning and leadership are necessary attributes to ensure continued success for the Department. A highly qualified candidate will have a demonstrable record of achievement and innovation within the combined service areas. Experience in external communications and community relations would be desirable assets in supporting a capital campaign for a new, state-of-the-art information commons, ongoing donor relations and partnering with internal and external stakeholders.

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of New Brunswick is committed to the principle of employment equity.

Should you want to learn more about this unique leadership opportunity, call Lara Truderung at (604) 913-7768 or forward your CV, a letter of introduction and the names of three referees in confidence to Providence Consulting

Email: search@providenceconsulting.com

To apply on line, go to www.providenceconsulting.com



We will communicate with all who express interest.

Athabasca University

Canada's Open University

Specializing in distance and on-line education, Athabasca University delivers university education to approximately 32,000 students per year. Athabasca University is dedicated to the removal of barriers that restrict access to, and success in, university studies and to increasing equality of educational opportunity for adult learners worldwide. Athabasca University invites applications for the following position located in Athabasca, AB:

Director, School of Computing and Information Systems

Athabasca University invites applications for the position of Director, School of Computing and Information Systems. The appointment, for an initial five-year term, renewable upon the successful completion of performance assessments, will begin September 1, 2006. Reporting to the Vice President Academic, the Director provides academic and management leadership to program development and delivery, management of staff, student support services, collaborations, and research in the School of Computing and Information Systems which offers graduate, undergraduate, degree, diploma and certificate programs. The successful candidate must have a Ph.D. degree in computer science or a related discipline; a demonstrated record in an online/mobile educational environment and ability to develop and manage academic programs, courses and projects; knowledge of integrated and distributed work environments; and a significant record of research and publication within an academic environment.

Please refer to the full job profile on our Web site at: www.athabasca.ca/jobprofiles

This is a tenure track appointment at the associate or full professor level. Salary is commensurate with qualifications and experience, supplemented by a generous benefits package. Further information about this position may be obtained from Dr. Mohamed Aliy at (780) 675-6406 or via e-mail: mohamed@athabasca.ca

All qualified candidates are encouraged to apply, however, Canadians and Permanent Residents will be given priority.

Applicants should forward a letter of application, a resume and the names and addresses of three referees quoting competition #CA-DS-CIS-1207. This competition will remain open until a suitable candidate is found; however, the selection committee will start reviewing applications February 1, 2006. Applications should be e-mailed to the Human Resources Advisor, Human Resources at resume@athabasca.ca



Athabasca University develops and maintains an environment that supports equality in working conditions and employment opportunities for all represented in universities. The University is committed to employment equity, and encourages applications from women, Indigenous peoples, persons with disabilities, and members of visible minorities.

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CAREERS

to demonstrate excellent potential for research. Salary range commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of present research program, a brief future research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be addressed to the Chair, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Tel: (519) 888-4567, Ext. 4631; E-mail: PHYSICS@uwaterloo.ca. Applications will be considered at any time until the position is filled. We encourage applications from all nationalities. Further information about the Department can be found on our Web page <http://www.science.uwaterloo.ca/physics>. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities.

PHYSICS – Carleton University. Carleton University, the largest institution of the SNOBOL research program, is seeking a tenure-track faculty position in experimental particle physics at the rank of Assistant Professor in the Department of Physics, to begin on July 1, 2006. We seek applicants whose research experience and interests will make them strong contributors to the SNOBOL experimental program. However, outstanding candidates in all areas of experimental particle physics are encouraged to apply. The Department has a strong particle physics research group. The experimental program includes significant roles in the Sudbury Neutrino Observatory and the LHC, and the ATLAS collaboration for the International Linear Collider. Our theory group interests are in particle physics, quantum field theory, including electroweak and beyond the Standard Model physics, in particle astrophysics, and in string theory. There is a strong and mutually beneficial interaction between the theory and experimental groups. In addition, the Department has an active medical physics research group with comprehensive links to Ottawa's medical physics community. Applicants for this position should submit a curriculum vitae, a statement of an excellent track record in particle physics. We invite applications from outstanding scientists who have demonstrated research creativity and have the ability to attract coworkers and students. Applicants must be committed to effective teaching at the undergraduate and graduate levels. For further information on the position please see www.physics.carleton.ca or contact Prof. Paul H. Chin, Chair, Dept. of Physics, Tel: (513) 520-2600 x4317; email: phc@physics.carleton.ca. This position is subject to final budgetary approval. Consideration of applications will commence February 1, 2006, however, applications will continue to be accepted until the position is filled. Candidates should send their curriculum vitae and a statement of their research and teaching interests, and should arrange for letters of reference to be sent. All materials should be sent to: Marilyn Stock, Administrative Assistant, Carleton University, Ottawa, Ontario, Canada, K1S 5B6, Canada; Tel: (513) 520-2600 x4323; Fax: (513) 520-2668; Email: mstock@carleton.ca. All qualified candidates are encouraged to apply. The applications of Canadian citizens and Permanent Residents will be given priority. Carleton University is committed to equality of

employment for women, Aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

PHYSICS – University of Toronto. The Department of Physics at the University of Toronto is pleased to announce the search for a tenure-stream appointment in Experimental Atmospheric Physics at the rank of Assistant Professor. The starting date is on or after July 1, 2006. The Department has an active Atmospheric Physics Group with established research strengths in remote sounding of the atmosphere and measurements of chemical composition from the ground, balloons, and space, climate modeling and climate processes, chemofluid modeling, and geophysical fluid dynamics. This program is complemented by strength in environmental chemistry within the Chemistry Department and by activities in the recently established Centre for Global Change Science. Members of the Atmospheric Physics Group currently lead Canadian national programs in Polar Climate Stability, Global Chemistry for Climate, and the MANTIS stratospheric balloon mission. Major infrastructure includes a NERC supercomputer, laboratory support facilities, and an atmospheric observatory that is a complementary station of the Network for Detection of Stratospheric Change. The Department seeks to make an appointment that complements and extends existing strengths. Potential applicants are invited to send their curriculum vitae, a statement of research interests, and a list of references to: <http://www.physics.utoronto.ca>. For this position, we seek candidates with a PhD in Physics or a related field, and proven excellence or outstanding potential in research and teaching. The salary will be commensurate with qualifications and experience. Please submit complete hard-copy applications only, including a curriculum vitae, a list of publications, and a research plan, and arrange for three letters of reference, all to be sent to: Professor Michael Luke, Chair, Department of Physics, University of Toronto, Toronto, Canada, M5S 1A7. Applications will be reviewed beginning February 1, 2006 until the position is filled. Those received by February 1, 2006 will be given first consideration. The University of Toronto offers the opportunity to teach, conduct research, and work in one of the most diverse cities in the world, and is a strongly committed diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas. All qualified candidates are encouraged to apply. Women and visible minority permanent residents will be given priority.

PLANNING URBAN DESIGN – University of Waterloo. Applications are invited for an Assistant Professor tenure track position in Urban Design. The successful candidate will have doctoral level planning urban design credentials, a mix of international and North American urban design project experience and demonstrate potential for research and teaching in instructional design programs that include novel approaches to urban design studio instruction (including computer assisted design in urban planning studios). The candidate should have a record of scholarly output (writing, exhibits, design competitions, etc.) An additional interest in one or more of: heritage, international urban design, development, urban economics, or urban ecology is an advantage. The successful candidate will

teach urban design to undergraduate and graduate planning students, supervise graduate student research, and assist in research in urban design related fields. Applicants must demonstrate design achievement, and since the School has a doctoral graduate program, a PhD is highly desired (significant professional achievement coupled with awards and/or publishing might be accepted if the individual has masters level credentials). Applicants should qualify for membership in the Canadian Institute of Planners. The nature of the appointment and salary will be commensurate with the candidate's qualifications and experience. Applications must be received in hard copy and will include a letter of application (stating career objectives, approach to learning and teaching, and research goals), a current curriculum vitae, a portfolio of selected recent design work, and names (with contact information) of four referees. The first stage in the review of applicants will be based on the letter of application, portfolio, and CV. References will be contacted for those who proceed in the second stage of review. Applications will be considered at any time until the position is filled. Send to: Dr. Michael Luke, Director, School of Planning, Faculty of Environmental Studies, University of Waterloo, Waterloo, ON, N2L 3G1, mahugh@uwaterloo.ca. The School of Planning is part of the Faculty of Environmental Studies that includes a Department of Environment and Resource Studies, and a Department of Geography. In addition, it has a Heritage Resource Centre that undertakes research and professional education involving both natural and built environments, and a Mapping, Analysis and Design technical unit that provides computing facilities and professional staff to support teaching and research in GIS, remote sensing, computer aided design, modeling and simulation. Additional information about the Faculty may be found at: <http://www.les.uwaterloo.ca/>. The successful candidate will be able to consult and participate broadly with colleagues in the Faculty and will have access to advanced computing and other research and teaching facilities. All qualified candidates are encouraged to apply; however, priority will be given to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities.

POLITICAL SCIENCE – Glendon College, York University. The Department of Political Science at Glendon College, the bilingual Liberal Arts Faculty of York University, invites applications for a tenure-track position at the rank of Assistant Professor. This position is subject to budgetary approval by the University. Candidates must possess a PhD in Political Science with a concentration in International Relations and an ability to teach courses in Comparative Politics as well. The candidate will be expected to teach and do research in both French and English. Duties include teaching at the undergraduate level with some possibility of graduate teaching and supervision, research and administrative responsibilities. Preference will be given to candidates with proven teaching experience, a strong research and publication record, and a knowledge of both French and English scholarship, and an ability to contribute effectively to the York graduate program. Applications including curriculum vitae should be sent directly to Professor T. A. Heinrichs, Chair, Department of Political Science, Glendon College, York University,

2275 Bayview Avenue, Toronto, Ontario, M4N 3M6. Date of Appointment, July 1st, 2006. Candidates must also submit three letters of reference to be sent directly to the Chair of the Political Science Department. At least one of the references should address teaching. Application deadline: February 15, 2006. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at <http://www.yorku.ca/accadpo> or a copy can be obtained by calling the Affirmative Action Office at 416 736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority.

POLITICAL SCIENCE – Concordia University. Please refer to the Concordia University Faculty of Arts and Science display advertisement in this issue for USA teaching positions in Political Science.

POLITICAL SCIENCE – Carleton University. Subject to budgetary approval, the Department of Political Science invites applications for a tenure-track appointment at the rank of assistant professor effective July 1, 2006. The successful candidate will demonstrate an expertise in Politics and International Relations, with a specialization remains open, we are especially interested in candidates who demonstrate expertise in one or more of the following sub-fields: international environmental politics, Canadian environmental politics and policy, or the environment and the developing world. Applicants must have a completed PhD and a demonstrated commitment to effective teaching and research. A strong record of publications is desirable and we expect the successful candidate to continue a research program yielding high quality peer-reviewed publications. Applications, including curriculum

vitae and at least three confidential letters of reference, should be made to Professor Steven Brown, Chair, Department of Political Science, B540 Loeb Building, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada, K1S 5B6. The closing date for applications is January 15, 2006, or until the position is filled. All qualified candidates are encouraged to apply. The applications of Canadians and Permanent Residents will be given priority. Carleton University is committed to equality of employment for women, Aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

POLITICAL SCIENCE – University of Lethbridge. The Department of Political Science at the University of Lethbridge is seeking applications for a probationary (tenure-track) position in International Relations, at the rank of Assistant or Associate Professor, to begin 1 July 2006, subject to budgetary approval. A PhD at or near completion is required. The successful candidate will be expected to develop a continuing research program, to seek external funding, and to teach at the undergraduate level. New faculty members are eligible for funding in support of research and scholarly activities. Our graduate program is expanding and supervision of graduate students is encouraged. The department continues to grow and serves both majors and students in a variety of areas. Located in southern Alberta, near the Rocky Mountains, Lethbridge offers a sunny, dry climate that is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University has an enrolment of over 8,000 students. Our focus on liberal education,

selected professional programs, smaller classes, co-op placements and involvement of students in faculty research provides the very best education available. For more information about the University please visit our web site at www.uleth.ca, and the Department's web site at www.uleth.ca/fas/pol. The position is open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents of Canada. The University is an inclusive and equitable campus encouraging applications from qualified women and men including persons with disabilities, members of visible minorities and Aboriginal persons. Applications including a curriculum vitae, transcripts, publications, a statement of teaching philosophy and research interests, and names and contact information of at least three references who are scholars in the field, should be sent to: Dr. Peter McCormick, Chair of Search Committee, Department of Political Science, University of Lethbridge, 4401 University Dr., Lethbridge, Alberta, T1K 3M4; Email: mccormick.uleth.ca; phone: (403) 329-2580. To expedite the handling of applications, please have references send their supporting letters directly to the above address. The closing date for the competition is Feb. 15, 2006.

PSYCHOLOGY – Concordia University. Please refer to the Concordia University Faculty of Arts and Science display advertisement in this issue for USA teaching positions in Psychology.

PSYCHOLOGY – Algoma University College. The Department of Psychology at Algoma University College, an affiliate of Laurentian University, invites applications for a tenure-track appointment at the level of Assistant Professor, beginning July 1, 2006.



Higher Education in Northern Manitoba!

FACULTY POSITIONS: ABORIGINAL AND NORTHERN STUDIES

Competition No. 2542

University College of the North (UCN), Manitoba's new post-secondary institution, is seeking candidates for its Aboriginal and Northern Studies program. This is an exciting and challenging opportunity that will allow successful candidates to contribute to the development of an interdisciplinary and culturally relevant Bachelor of Arts program designed to reflect and respond to the people and communities of northern Manitoba.

Successful candidates will demonstrate the ability to teach in one or more of the following areas in Aboriginal and Northern Studies: politics and law, geography/environmental studies, gender studies, indigenous history, and research methods. We invite applicants who bring Aboriginal perspectives to teaching and research in Aboriginal and Northern Studies.

These positions at UCN involve teaching in the core curriculum of the program, developing curriculum in the area of specialization, mentoring students, liaising with Aboriginal communities and organizations, and participating in other program functions. Candidates will have demonstrated creative and culturally relevant instructional practices with adult and Aboriginal learners. Candidates will also have experience in program/curriculum development. The successful candidates will demonstrate a potential for excellence in teaching and scholarship. The University College of the North is committed to providing opportunities for continuing education.

Qualifications: The successful candidates will hold a Ph.D. in a relevant discipline, applicants actively engaged in doctoral studies and with relevant experience will be considered. Knowledge and experience of learning technologies in the university setting are assets. The ability to speak an Aboriginal language indigenous to northern Manitoba is an asset.

FACULTY POSITIONS: ABORIGINAL LANGUAGES

Competition No. 2543

University College of the North (UCN), Manitoba's new post-secondary institution, is seeking candidates with expertise in language teaching and linguistics, specifically in Aboriginal Languages. This is an exciting and challenging opportunity that will allow successful candidates to contribute to the development of an interdisciplinary and culturally relevant Bachelor of Arts program designed to reflect and respond to the people and communities in northern Manitoba.

Successful candidates will demonstrate the ability to work collaboratively with Aboriginal language speakers in order to develop, design and teach courses in the indigenous languages of northern Manitoba. The successful candidate will also provide leadership in the development and delivery of programs and courses in training Aboriginal language learners.

These positions at UCN involve developing curriculum and teaching in the candidate's area of specialization, mentoring students, liaising with Aboriginal communities and organizations, and participating in other program functions. Candidates will have demonstrated creative and culturally relevant instructional practices with adult and Aboriginal learners. Candidates will also have experience in program/curriculum development. The successful candidates will demonstrate a potential for excellence in teaching and scholarship. The University College of the North is committed to providing opportunities for continuing education.

Qualifications: The successful candidates will hold a Ph.D. in a relevant discipline; applicants with Master's degrees and relevant experience will be considered. Knowledge and experience of learning technologies for Aboriginal languages in the university setting are assets. Experience with Aboriginal learners and mature students in northern communities is desirable. The ability to speak an Aboriginal language indigenous to northern Manitoba is an asset.

Employment equity is a factor in the selection process. UCN is committed to increasing the representation of Aboriginal peoples at all levels within our faculty and staff. Applicants are invited to indicate in their covering letter or resume if they are from any of the following groups: Aboriginal people, persons with disabilities, visible minorities, women.

Interested candidates should submit a letter of application, curriculum vitae, representative writing sample (article-length), and evidence of teaching effectiveness, and should arrange for three referees to submit letters on their behalf.

Closing date is February 28, 2006 or until the positions are filled. This appointment will be effective July 4, 2006 and is subject to budgetary approval.

Applying online, quoting the appropriate competition number to: University College of the North, Attention: Human Resources, P.O. Box 3000, The Pas MB R9A 1M7; Fax: (204) 632-4414; Email: hrrinfo@ucn.ca

For enquiries, please contact Dr. Peter Geller, Dean of Arts, UCN at 1-866-677-6450 or email pgeller@ucn.ca

We thank all applicants for their interest, but only those selected for an interview will be contacted.

Professor & Chair Department of Civil Engineering

McMaster University's Faculty of Engineering is seeking a dynamic leader for its Department of Civil Engineering. This is a tenured position at the Professor's level. We are looking for an accomplished scholar who can provide academic and administrative leadership to the Department. Candidates must have an undergraduate degree in Civil Engineering and a PhD in a area of Civil Engineering or a closely related field. Excellent research and teaching record, record of strong external research funding, demonstrated administrative abilities, and registration or commitment to registration as a professional engineer are expected, as well as strong communication skills and demonstrated outreach to the community and profession.

The Department has a complement of 17 faculty members. It offers undergraduate programs in Civil Engineering, Civil Engineering and Management, and Civil Engineering and Society. At the graduate level, the Department offers Master of Applied Science, Master of Engineering and PhD programs, as well as two diploma programs including Rehabilitation of Civil Engineering Structures, and Masonry, Material and Design. The Department currently has 292 undergraduate and 67 graduate students. It has 3 Endowed Chairs, and research initiatives in Structures and Earthquake Engineering, Computational Mechanics, Geomechanics, and Environmental and Water Resource Engineering. The Faculty of Engineering is one of the most research intensive Faculties of Engineering in Canada and has a complement of 136 faculty members in seven academic Departments.

Applications and nominations should be forwarded to

Dr. M. A. Elbestawi
Dean, Faculty of Engineering
McMaster University
1280 Main Street West, H36 261
Hamilton, Ontario, Canada L8S 4L7
Email: deaneng@mcmaster.ca

For more information about the position, please visit the Civil Engineering website at <http://www.eng.mcmaster.ca/civil/index.html>

Candidates will be considered until the position is filled. All qualified candidates are encouraged to apply; however, Canadian and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.



YOU NEED TO CONTACT:
Natalie Savard quick!
Tel: 613-820-2270
Fax: 613-820-7244
Email: savard@caut.ca

You & Your CAUT Bulletin...

Do any of these statements describe you?

- ☐ I'm missing an issue.
- ☐ I stole this copy from a buddy.
- ☐ I want my own subscription.

University College OF THE NORTH

1-866-627-8500
www.ucn.ca

CAREERS CARRIÈRES

The successful candidate must have a completed PhD, a demonstrated commitment to research and undergraduate teaching, and should possess research expertise in any traditional area of academic psychology: personality, preference will be given to those with strong backgrounds in clinical psychology, social psychology, and/or personality. Demonstrated ability to develop an independent research program and secure external research funding is an asset. Interested candidates should forward a letter of application, a curriculum vitae, sample publications, a statement of their teaching philosophy, three letters of recommendation from academic referees, (or Dr. Arthur Pellini, Academic Dean, Algoma University, 1520 Queen Street East, Sault Ste. Marie, Ontario, P6A 2G4, or dean@uac.ca by January 31, 2006 or until the position is filled. The position is subject to budgetary approval. For further information about Algoma University College please visit www.uac.ca.

■ **PSYCHOLOGY (BEHAVIORAL NEUROSCIENCE)** — Wilfrid Laurier University. The Psychology Department invites applications for a tenure-track appointment and a possible one-year limited term appointment in behavioral neuroscience at the Assistant Professor level beginning July 1, 2006, subject to budgetary approval. Applications are welcome from candidates with research interests in any area of behaviour

neuroscience. Candidates with interests in animal models of addiction and models of cognition and memory in animals will be of particular interest. The successful applicant will have the opportunity to supervise students in the MSc and PhD programs in the Brain and Cognition area of the department. Applicants should have a PhD, evidence of commitment to and superior ability in teaching, and an active program of research with strong potential for external funding. Applicants should send a curriculum vitae, copies of recent publications, a statement of current and prospective research interests, a statement regarding teaching experience and interests, and arrange to have at least three letters of reference forwarded to Dr. Geoffrey Nelson, Chair, Department of Psychology, Wilfrid Laurier University, Waterloo, Ontario, Canada, N2L 3C5 (email: geoffn@uwaterloo.ca). Applications will be accepted until January 27, 2006, or until the position is filled. Applicants can learn more about the Department and current faculty interests at www.wlu.ca/science/psychology. In accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be given first consideration. The university is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities and aboriginal people.

■ **RELIGION** — Concordia University. Please refer to the Concordia University Faculty of Arts and Science display advertisement in this issue for LTA teaching positions in Religion.

■ **RELIGIOUS STUDIES** — McGill University. The Faculty of Religious Studies, McGill University, invites applications for a tenure-track appointment in Religion and Society to commence August 1, 2006. Applicants must possess a PhD and expertise in the areas of ethics and either law or public policy. They will have a strong background in the Western tradition, a solid research and publication record, and experience in teaching and in the public sphere. A letter of application, statement of research goals, and curriculum vitae should be submitted together with a completed questionnaire (available at www.mcgill.ca/religiousstudies) and a \$115 fee. These and three confidential letters of recommendation should be sent to: Dean B. Barry Levy, Faculty of Religious Studies, McGill University, 3520 University Avenue, Montreal, Quebec, Canada, H3A 2A7. For further information contact Professor Tonia Ruty at 514-398-4128 or tonia.ruty@mcgill.ca. The application deadline is January 31, 2006. All qualified candi-

dates are encouraged to apply. Canadian citizens and permanent residents will be given priority. McGill University is committed to equity in employment.

■ **RESEARCH** — Integrated Centre for Case Advancement through Research (ICAR). Dates: The Research/Scientific Investigator (RSI) position is available for a tenure-track position in the operations of the Canadian Neonatal Network (CNN), International Neonatal Collaboration (INC) and affiliated research centers. The RSI will be responsible for the overall activities of the CNN/INC, manages daily activities and projects; supervises staff and issues that project objectives are met. Works with the Scientific Director and CNN to identify research activities and will be responsible for assuming that projects meet objectives and stay on target. Assists with the annual evaluation of research data and provides interpretations requiring significant knowledge of a specialized area of research. Works with multiple CNN/INC projects of varying complexity while prioritizing work and competing demands. Writes statistical and epidemiological analyses and advice to ongoing research projects. Interprets and summarizes analysis and results for research reports and publications. Prepares the annual report for the CNN/INC. Writes and edits research reports and articles for publication. Provides leadership, direction and guidance to statisticians, Data Analyst, Research Project Administrator, CNN Coordinators and Programmers. Writes research grant proposals and letters of intent to secure funding for additional projects. Ensures the ongoing growth and development of the Network by providing leadership and research/statistical direction. Performs other related duties as required. Qualifications: MSc, Epidemiology or PhD in a health-related discipline. Significant amount of related experience with statistical applications in population/clinical/health services research. Experience in a leadership role in scientific administration, including the supervision of project and research team staff, experience working with large databases, preparing and presenting reports. Minimum two years experience in clinical data management, statistical methodology and computation research and high level of knowledge of statistical analysis software (WinBUGS, SPSS, SAS and STATA). Must have research interest and experience on hierarchical analysis, longitudinal analysis and spatial analysis with Markov chain Monte Carlo methods and other statistical inference techniques and computational skills. Excellent communication and interpersonal skills; strong analytical, problem solving, decision making, organizational and time management skills; accuracy and attention to detail. Demonstrated ability to provide supervision and communicate effectively with others; train and manage others; strong interpersonal skills; ability to work independently with minimal supervision and under significant pressure with numerous interruptions and competing deadlines and meet deadlines. Familiarity with confidential information; demonstrated ability to work independently,

maintain professional, diplomatic and tact. Previous: All qualified candidates are encouraged to apply. However, Canadian and permanent residents will be given priority. The "Equity Employment" Statement: The University of Alberta hires on the basis of merit. We are committed to the principle of equity of employment. We welcome diversity and encourage applications from all qualified men and women, including persons with disabilities, members of visible minorities, and Aboriginal persons. Send Applications to: Lynn Ward, C/o Campus Health, L2J 4R8 WMC, U of A Hospital, 8440-112 Street, Edmonton, Alberta, T6G 1B7. Fax Number: 780-407-7651. Email: Lynn.Ward@ualberta.ca.

■ **RUSSIAN / UKRAINIAN** — University of Saskatchewan. The Department of Languages and Linguistics at the University of Saskatchewan invites applications for a tenure-track position in Russian and Ukrainian at the Assistant Professor level, commencing July 1, 2006. The University of Saskatchewan is a leading Canadian medical/scientific research university with thirteen colleges and an extensive array of programs. Its College of Arts & Science is the largest at the University and is its historic and intellectual core. Within the College, the Department of Languages & Linguistics is committed to renewal and transformation, and to the development of innovative research and teaching programs in support of the University's strategic directions (see http://www.usask.ca/vpacademic/integrated-planning/philosophical/strategic_directions.php). With an excellent record of eight tenure-track faculty, the Department is a multi-disciplinary unit housing a wide variety of undergraduate programs in French, Spanish, German, Russian, Ukrainian, Comparative Literature, and Linguistics. It also runs a variety of internationalization initiatives, exchanges and study abroad programs. Applicants should have a PhD in a relevant area of specialization and must possess native or near-native fluency in Ukrainian, Russian and English. They should have demonstrated excellence in teaching and research. The successful candidate will teach and/or supervise instruction in Russian and Ukrainian at all levels, as well as literature and/or linguistics and/or culture courses related to each of the two languages. She or he will also participate in program development at the undergraduate and graduate levels. The Department wishes to hire an individual who has an active research program and who also is willing to foster internationalization and community relations outside the University. Candidates are asked to submit their curriculum vitae and arrange three current letters of reference to be sent directly to: Dr. Alex Sokolov, Head, Department of Languages and Linguistics, University of Saskatchewan, 9 Campus Drive, Saskatoon, SK, S7N 5A5. The closing date for applications is January 31, 2006. For more information about the University of Saskatchewan, you may visit our web site at <http://www.usask.ca> or e-mail the Head at sokolov@usask.ca. The University of Saskatchewan is committed to employment equity. Members of designated groups (women, aboriginal people, persons with disabilities and visible minorities) are encouraged to identify themselves in their applications. All qualified candidates are invited to apply. However, Canadian and permanent residents will be given priority.

■ **SCIENCE POLITIQUE** — Collège universitaire Glendon, Université York. Le Département de science politique du Collège universitaire Glendon, faculté bilingue d'arts libéraux de l'Université York, sollicite des candidatures pour un poste menant à la permanence, au rang de professeur(e) adjoint(e). La création de ce poste est liée à l'adoption budgétaire de l'Université. Les candidats doivent détenir un doctorat en science politique, avec une spécialisation en relations internationales et la capacité d'enseigner des cours en politique comparative. Les candidats doivent pouvoir enseigner et faire de la recherche en français et en anglais. Les fonctions comprennent l'enseignement au niveau du 101 cycle, et éventuellement au niveau des 2e et 3e cycles, ainsi que la recherche et les tâches administratives. On donnera la préférence aux candidats qui ont de l'expérience dans l'enseignement, qui disposent d'un dossier solide en recherche et publications indiquant une connaissance des études en français et en anglais, qui ont les compétences nécessaires pour contribuer activement au programme d'études bilingues de la Faculté d'arts libéraux. Le candidat doit être candidat admissible au curriculum vitae à Monsieur L. Monieux, directeur, Département de science politique, Collège universitaire Glendon, Université York, 2275 Bayview Avenue, Toronto (Ontario) M2N 3M5. Date d'entrée en fonction: 1er juillet 2006. Les candidats doivent présenter des dispositions pour faire envoyer directement trois lettres de recommandation au directeur du Département de science politique. L'une de ces recommandations au moins doit porter sur l'enseignement et l'autre sur la recherche; le 15 janvier 2006. L'Université York est un employeur qui a adopté un programme d'action positive. Pour plus de renseignements sur le programme d'action positive, veuillez consulter le site Web de l'Université York à l'adresse www.yorku.ca/universityaction.

■ **SCIENCES DE L'INFORMATION (DIRECTEUR/DIRECTRICE)** — Université d'Ottawa. L'Université d'Ottawa sollicite des candidatures et des nominations au poste de directeur/directrice/directrice fondatrice d'une nouvelle unité des sciences de l'information. Nous sommes à la recherche d'une personne avec la vision, l'énergie et l'engagement nécessaires pour diriger le premier programme bilingue d'études supérieures à l'intention des spécialistes de bibliothéconomie, d'archivisme et de l'information. Ce rôle offre la possibilité de contribuer à un programme interdisciplinaire innovateur caractisé par une perspective de gestion d'information et de nouvelles technologies. En collaboration avec les doyens de la Faculté des arts et de la Faculté des sciences, le directeur/directrice devra diriger des études postdoctorales, d'autres collèges universitaires et des représentants d'employeurs importants dans le domaine de l'information, la personnalisation de l'information, la conception de cours pour prestation sur place ou sur Internet, au recrutement de



Assistant Professor Contemporary or Medieval Spanish Peninsular Literature

Queen's University Department of Spanish & Italian invites applications for a tenure-track position at the Assistant Professor level in either Contemporary or Medieval Spanish Peninsular Literature.

Qualifications

Qualifications for this position include a completed Ph.D., native or near-native fluency, and a demonstrated commitment to excellence in research and teaching. Additional expertise in Teaching Spanish as a Second Language would be considered an asset. The position is scheduled to begin July 1, 2006 and salary will reflect qualifications and experience.

Applications

Applications should be postmarked by February 11, 2006. Letter of application together with curriculum vitae and three letters of reference should be sent to:

Professor Jan Mennell, Head
Department of Spanish & Italian
Queen's University, Kingston, Ontario, Canada, K7L 3N6

The academic staff at Queen's are governed by a collective agreement between QUFA and the University which is posted at <http://www.queensu.ca/qufa>. The University invites applications from all qualified individuals. Queen's is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

ROYAL MILITARY COLLEGE OF CANADA

Assistant Professor Department of Economics

The Politics and Economics Department of the Royal Military College of Canada invites applications for a tenure track position at the level of Assistant Professor.

The required qualifications are a PhD or its equivalent in Economics, acceptable teaching experience in Economics and a strong or promising record of publications. An appointment at the Lecturer level may be considered for outstanding candidates who are in the final stages of a PhD program. Fields of specialization are open. An interest in the Economics of Defence and Security Issues is an asset. The successful candidate should be prepared to teach primarily at the undergraduate level.

This is a bilingual position, which requires an ability to read, comprehend and communicate orally in both official languages (linguistic profile: PPP/PPP). Should no candidate meet these requirements, an eligibility list may be established and candidates who apply for this competition may be assessed to staff similar positions with various linguistic requirements.

The salary range is \$46,283 to \$84,515 per annum plus an annual Terminable Allowance of \$3,300 for 2006/2007. Starting salary will be in accordance with experience and qualifications. The appointment will be subject to a probationary period of 36 months. Interested candidates should forward their curriculum vitae including, a copy of their transcripts, a summary of research interests, sample publications and three letters of recommendation to:

Doris Meade, Human Resources Officer
Civilian Human Resources Service Centre (Kingston)
Canadian Forces Base Kingston
11 Mercury Crescent, Room 215, Kingston, ON K7K 7B4
Phone: (613) 541-5010 ext 2218
Fax: (613) 541-4496
E-mail: meade.dm@forces.gc.ca

The expected starting date for the position is 3 July 2006. The closing date for applications is 15 February 2006.

In accordance with the Public Service Employment Act, preference will be given to Canadian citizens. Candidates with foreign educational credentials are required to provide proof of Canadian equivalency. You may consult the Canadian Information Centre for International Credentials at <http://www.cimcc.ca/cicic/> for further information. The Royal Military College of Canada is a coeducational and bilingual institution, and this position is offered equally to women and men.



Canada

COLLÈGE MILITAIRE ROYAL DU CANADA

Professeur(e) adjoint(e) Département de l'économie

Le Département de science politique et d'économie du Collège militaire royal du Canada cherche à combler un poste menant à la permanence au rang de professeur(e) adjoint(e). Les qualifications requises sont un doctorat (Ph.D.) ou l'équivalent en science économique, une expérience acceptable d'enseignement en économie et un dossier de publications fort ou prometteur. L'étude des dossiers de candidats/est exceptionnelle/les qui sont sur le point de compléter leur thèse de doctorat pourra aussi être considérée. Les domaines de spécialisation sont ouverts. Un intérêt dans l'économie de la défense et de sécurité sera un atout. La personne choisie devra être disposée à enseigner principalement des cours de premier cycle. Ce poste bilingue requiert l'habileté de lire, comprendre et communiquer oralement dans les deux langues officielles (profil linguistique PPP/PPP). Si aucun(e) des candidats/est ne devrait se qualifier pour ce poste, une liste d'admissibilité sera alors établie pour doter des postes semblables dont le profil et les exigences linguistiques peuvent varier. L'échelle salariale est de 46 283 \$ à 84 515 \$ par année plus une indemnité provisoire de 3 300 \$ pour 2006/2007. Le salaire accordé dépendra de l'expérience et des qualifications du/de la candidat(e). La personne sélectionnée aura une période de stage de 36 mois. Un curriculum vitae, accompagné d'un relevé de notes, d'un sommaire des intérêts de recherche, de quelques exemples de publications et de trois lettres de recommandation, doit être envoyé à:

Doris Meade, Officier en ressources humaines
Centre de services des ressources humaines civiles (Kingston)
Base des forces canadiennes Kingston
11, rue Mercury, Pièce 215, Kingston, (Ontario) K7K 7B4
Téléphone: (613) 541-5010 poste 2218
Télécopieur: (613) 541-4496
Courriel électronique: meade.dm@forces.gc.ca

La date prévue d'entrée en fonction est le 3 juillet 2006. La date limite d'acceptation des candidatures est fixée au 15 février 2006.

Selon la Loi sur l'emploi dans la fonction publique, la préférence sera accordée aux citoyennes et citoyens du Canada. Des personnes qui ont obtenu un diplôme à l'étranger doivent prouver qu'il est équivalent aux diplômes canadiens. Pour de plus amples renseignements à ce sujet, veuillez consulter le Centre d'information canadien sur les diplômes internationaux à l'adresse suivante: <http://www.cimcc.ca/cicic/>. Le Collège militaire royal du Canada est une institution mixte et bilingue. Ce poste est offert également aux femmes et aux hommes.

 **ACADIA**
UNIVERSITY

CARRIÈRES CARRÈRES

■ SOCIOLOGY & CRIMINOLOGY — Saint Mary's University. The Department of Sociology & Criminology invites applications for a tenure track appointment at the Assistant Professor level to begin July 1, 2006. Areas of specialization may include, but are not limited to, Critical Political Economy of Globalization and/or Marginalized Populations (e.g., Black, Native, Aboriginal, Children/Youth, Women). The successful candidate must be capable of teaching in the core undergraduate program in Sociology and Criminology, introductory sociology, social theory and methods and contributing to the Master of Arts Program in Criminology. Candidates should have a PhD or be near completion. Saint Mary's University is equally committed to serving the local, regional, national, and international communities, and integrating such activity as part of the learning environment for undergraduate and graduate students. Information about the University and Department may be found at www.smu.ca. Applicants are asked to submit a curriculum vitae, teaching portfolio, an example of recently published work, and the names, addresses and contact numbers for three referees. Application packages should be sent directly to the Chair of the Selection Committee, Dr. Michael Piat, Department of Sociology and Criminology, Saint Mary's University, Halifax, Nova Scotia, B3H 3C8. The chair is responsible for ensuring that their files are complete. The deadline for completed applications is February 15, 2006. Applications from all nationalities are encouraged.

to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Rank and salary will be commensurate with experience and qualifications as outlined in the Saint Mary's University Collective Agreement.

■ SPANISH — Concordia University. Please refer to the Concordia University Faculty of Arts and Science display advertisement in this issue for LIA teaching positions in Spanish.

■ SPEECH PATHOLOGY & AUDIOLOGY — University of Alberta. The Faculty of Rehabilitation Medicine, Department of Speech Pathology & Audiology and Institute for Sluitering Treatment and Research invite applications for a researcher at the level of Assistant or Associate Professor. Qualified candidates should hold a doctoral degree and demonstrate outstanding potential for an independent research career in fluency disorders. Candidates will establish a novel research program in collaboration with the Institute for Sluitering Treatment and Research and with other researchers. A strong background in neuroscience and/or clinical research is highly desirable. The position will be dedicated primarily to research but will offer opportunities for graduate teaching and research supervision. This position will be supported by four years of bridge funding to enable the establishment of a productive research program. To sustain the position and be eligible for a tenure-track appointment, the candidate will be expected to obtain a personnel award from an external granting agency such as Alberta Heritage Foundation for Medical Research (www.ahfm.ab.ca) or the Canadian Institutes for Health Research (www.cihr-irsc.gc.ca). The granting of these highly competitive awards is on the basis of excellence. Salary is commensurate with qualifications and experience. Applications will be accepted until the position is filled. The position is available as soon as a suitable candidate is found. Candidates should forward their curriculum vitae, copies of recent publications, an outline of research and clinical interests and the names of three referees to: Dr. Albert Cook, Dean, Faculty of Rehabilitation Medicine, 3-48 Condon Hall, University of Alberta, Edmonton, Alberta, Canada, T6G 2G4, Phone: (780) 492-5993; Fax: (780) 492-5626; Email: albert.cook@ualberta.ca. The Speech Pathology & Audiology (SPA) Department offers one of the largest speech pathology programs in Canada and is highly regarded for the outstanding academic, clinical, and research preparation of its graduates and its supportive learning environment. Department faculty members are actively involved in individual and collaborative research in basic and applied communication sciences (see www.ualberta.ca/faculty/rehabmed/spa.cfm). Recognized internationally for the excellence of its clinical programs, the Institute for Sluitering Treatment and Research (ISTAR) is an educational, research and clinical facility specializing in the investigation and treatment of slurring. It provides treatment to more than 150 clients per year and attracts clients, student trainees and visitors from around the world (www.ualberta.ca). The Faculty of Rehabilitation Medicine houses programs in Physical Therapy, Occupational Therapy, and Speech Language Pathology, and also offers interdisciplinary research masters and doctoral programs in rehabilitation science. Opportunities abound for cross-disciplinary collaboration with researchers within and outside of the Faculty. Canada's fifth largest municipality and the province's capital, Edmonton offers a high quality affordable lifestyle in a natural setting close to the Rocky Mountains. Website Link: <http://www.ualberta.ca>. Institute for Sluitering Treatment and Research: <http://www.ualberta.ca/faculty/rehabmed/istar.cfm>. Institute for Sluitering Treatment and Research: <http://www.ualberta.ca/faculty/rehabmed/istar.cfm>. Institute for Sluitering Treatment and Research: <http://www.ualberta.ca/faculty/rehabmed/istar.cfm>.

The University of Alberta hires on the basis of merit. We are committed to the principle of equity of employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ STATISTICS — University of Lethbridge. The Department of Mathematics and Computer Science at the University of Lethbridge is seeking an Assistant Professor, probationary (tenure-track) to begin 1 July 2006, subject to budgetary approval. The Department will hire a candidate in Statistics or a closely related area. A PhD at or near completion is required. The successful candidate will be expected to develop a continuing research program, to seek external funding, and to teach at the undergraduate level. New faculty are eligible for funding in support of research and scholarly activities. Our graduate program is expanding and supervision of graduate students is encouraged. The department continues to grow and serves both majors and students in a variety of areas. Good computational resources are available both locally and via the WestGrid initiative. Located in southern Alberta, near the Rocky Mountains, Lethbridge offers a sunny, dry climate that is surprisingly mild for the prairies, excellent cultural and recreational amenities and good living conditions. Founded in 1957, the University has an enrollment of over 8,000 students. Our focus on liberal education, selected professional programs, smaller classes, co-op placements and involvement of students in faculty research provides the very best education available. For more information about the University please visit our website at www.ualberta.ca and the Department's website at www.lethbridge.ca. The position is open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents of Canada. The University has an inclusive and equitable campus encouraging applications from qualified women and men including persons with disabilities, members of visible minorities and Aboriginal persons. Applications including a curriculum vitae, a statement of research interests, a statement of teaching philosophy and research interests, and names and contact information of at least three referees who are scholars in the field, should be sent to: Dr. Stephen Wismath, Chair of Search Committee, Department of Mathematics and Computer Science, University of Lethbridge, 4401 University Dr., Lethbridge, Alberta, T1K 3M4; Email: charles.wismath@lethbridge.ca; phone: (403) 329-2470. To expedite the handling of applications, please have references send their supporting letters directly to the above address. The deadline for the competition is Feb 28, 2006.

■ STATISTICS & ACTUARIAL SCIENCE — University of Waterloo. The Department of Statistics and Actuarial Science at the University of Waterloo invites applications for a long-term position two or three years as a Lecturer in Actuarial Science. Applicants with a PhD degree are preferred, although those with a Master's degree will also be considered seriously. Candidates must be committed to excellence in teaching. Successful applicants may be eligible for reappointment to a second term, and those demonstrating outstanding performance in teaching service may be considered for an ongoing appointment as a Continuing Lecturer. Design as an Assistant Professor, with experience, although not strictly necessary, would be a distinct asset. The closing date for applications is February 28, 2006. Please submit a curriculum vitae, and arrange for at least three letters of reference to be sent to: Professor David E. Matthews, Chair, Statistics and Actuarial Science, University of Waterloo, Waterloo, ON, N2L 3G1, Canada. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ SYSTEMS ENGINEERING — Simon Fraser University. The School of Engineering Science at Simon Fraser University has two open tenured track positions at the assistant professor level. The areas of interest are: 1) Design of Robotic Systems, 2) Robot vision and control, 3) Design of intelligent systems, control and optimization. Applicants should have a PhD in a related discipline, a demonstrated potential for research and a commitment to undergraduate as well as graduate teaching in any of the aforementioned areas. We encourage applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. The School has active research programs and interests in the broad areas of biomedical engineering, electrical and computer engineering, engineering, electronics, mechanical, communications, control systems and optimization, intelligent systems, robotics, and systems design. A doctoral degree in mechanical, electrical, or computer engineering is required. In addition, registration or eligibility to register as a Professional Engineer in the Province of British Columbia is required. The successful candidate will be expected to develop a strong research program in the School of Engineering Science. The School offers PhD and MSc degrees in Engineering Science. The School has 36 faculty members, and is expected to grow further in the next few years. The School offers PhD and MSc degrees in Engineering Science. The School has 36 faculty members, and is expected to grow further in the next few years. The School offers PhD and MSc degrees in Engineering Science. The School has 36 faculty members, and is expected to grow further in the next few years.

■ URBAN & REGIONAL PLANNING — Queen's University. The School of Urban and Regional Planning welcomes applications for a two-year, non-tenureable position at the rank of Assistant Professor, subject to final budgetary authorization. The date of appointment is anticipated to be July 1, 2006. The School of Urban and Regional Planning offers a graduate and professional program recognized and accredited by the Canadian Institute of Planners. Our School's community comprises five FTE faculty members, two non-academic staff members and about 50 full-time graduate students. We offer a two-year master's degree in one of three areas of concentration: (i) land use and real estate development, (ii) housing and human services, and (iii) environmental services. The School is an autonomous academic unit with close working relationships with Geography, Environmental Studies, Civil Engineering and Policy Studies. It is also the home of the National Executive Forum on Public Property, the National Executive on Corporate and Investment Real Estate, and several China collaboration programs. For more information about the School please visit our web site at <http://www.queensu.ca/urban/index.htm>. We seek an individual who brings to the School the following three aspects of our program: (i) core courses, (ii) courses in the land use and real estate concentration, and (iii) electives in the candidate's areas of interest which are complementary to our program. Demonstrated ability in teaching is an asset. Candidates with research and teaching interests and skills that cross over the School's three areas of concentration will be regarded favourably. We are looking for individuals who either hold a PhD or are close to completion. Evidence of, or potential for, an active research program is essential. Candidates without a doctoral degree, but who have a combination of demonstrated outstanding education, scholarly and professional experience may also

CAUT ACPPU

Publisher's Statement
Déclaration de l'éditeur

The publisher will not accept advertisements of academic positions (resisting applications on grounds of race, age, origin, religion, colour, sex, sexual orientation, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliations). CAUT expects that all positions advertised in the Bulletin are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with Human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which wishes to place a restricted advertisement to provide the Editor of the Bulletin with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and want to bid on federal contracts (including research contracts) of \$200,000 or more must commit themselves to implementing employment equity as a condition of the bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, Aboriginal peoples, persons with disabilities and visible minorities. As a result, applicants for some positions advertised in the CAUT Bulletin may be asked to provide information of a confidential nature.

L'éditeur n'accepte pas d'annonces de postes d'enseignement ou de recherche qui résistent aux applications sur la base de la race, de l'âge, de l'origine, de la religion, de la couleur, de la sexualité, de l'orientation sexuelle, de l'état familial, de l'ethnicité, de l'origine sociale ou de l'affiliation politique. CAUT s'attend à ce que tous les postes annoncés dans le Bulletin soient ouverts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées, sauf si des raisons valables s'y opposent. Dans ce cas, il est la responsabilité de l'établissement qui désire publier une telle annonce de fournir à l'éditeur du Bulletin une déclaration expliquant ces raisons.

Beaucoup d'universités canadiennes sont signataires au Programme des Contrats Fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumettre des offres de contrats fédéraux d'un montant de 200 000 \$ ou plus s'engagent, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à la promotion et à la formation des femmes, des Autochtones, des personnes handicapées et des minorités visibles. À ce titre, on pourra demander aux candidats à certains postes annoncés dans le Bulletin de l'ACPPU de fournir des renseignements de caractère confidentiel.

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1	15 février 2006	15 février 2006
2	15 mars 2006	15 mars 2006
3	15 avril 2006	15 avril 2006
4	15 mai 2006	15 mai 2006
5	15 juin 2006	15 juin 2006
6	15 juillet 2006	15 juillet 2006
7	15 août 2006	15 août 2006
8	15 septembre 2006	15 septembre 2006
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Z

be considered. We prefer candidates who possess at least one degree in planning. Established in 1841, Queen's University is located in Kingston, Ontario – a picturesque and historic city located equidistant from Toronto, Ottawa and Montreal. Both the University and the City offer attractive amenities for professional and personal quality of life. Visit Kingston at: <http://www.kingstonontario.ca>. The University makes applications from all qualified individuals. Queen's is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply, however Canadian citizens and permanent residents will be given priority. The academic staff at Queen's are governed by a collective agreement between Queen's University Faculty Association and the University, which is posted at <http://www.queensu.ca/qafa>. Please submit applications or direct inquiries to: Dr. Hok Lin Leung, Chair of the Appointments Committee, School of Urban and Regional Planning, Queen's University, Kingston, ON K7L 3N6. Email: leung.hoklin@queensu.ca; Telephone: (613) 533-6000 ext. 17062. Applications must be received no later than February 24, 2006. Your application should consist of a letter, in which you discuss your teaching and research interests, and your curriculum vitae. Other materials, such as teaching and professional practice portfolios may also be submitted. The candidate should arrange to have three letters of reference sent directly by the referees to the Chair. To be received by the above closing date.

W

■ **WOMEN'S STUDIES** – Carleton University. The Pauline Jewett Institute of Women's Studies at Carleton University invites applications for a tenure-track position at the level of Assistant Professor, subject to budgetary approval, to commence on July 1, 2006. We are an interdisciplinary unit that offers a Minor, a Major, and a Combined Honours program in Women's Studies. Qualifications: We seek a scholar with a PhD in Women's Studies and a demonstrated potential for excellence in teaching who will be expected to develop a program of research leading to significant peer-reviewed publications. The successful candidate will contribute to Carleton University's innovative ArtsOne program and will be expected to teach core courses in Women's Studies, including feminist theories and methodologies as well as other undergraduate courses in the area of expertise. The candidate's research and pedagogy must reflect a strong commitment to race, gender, class and sexuality

analyses. Applicants should send a letter of application, curriculum vitae, evidence of teaching effectiveness (teaching scores, sample syllabus) copies of representative publications, and a statement of research objectives and teaching philosophy to: Dr. Virginia Caputo, Director, Pauline Jewett Institute of Women's Studies, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6. At the same time, candidates should arrange to have three referees forward supporting letters to the same address. The deadline for receipt of applications and letters of recommendation, and all other supporting materials is February 1, 2006. All qualified candidates are encouraged to apply. The applications of Canadian citizens and permanent residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. Further information can be obtained from our website at www.carleton.ca and by visiting the website of the Pauline Jewett Institute of Women's Studies at www.carleton.ca/womensstudies.

■ **WOMEN'S STUDIES/HUMAN RIGHTS** – Carleton University. Subject to budgetary approval, the Institute of Interdisciplinary Studies (Human Rights program) and the Pauline Jewett Institute of Women's Studies at Carleton University wish to make a tenure-track cross-appointment at the level of Assistant Professor in the area of Human Rights/Women's Studies, to begin 1 July 2006. Preference will be given to candidates who exhibit a strong interdisciplinary background of study, research, and publication. We are particularly interested in candidates with research and teaching expertise in the area of gender and human rights. The Human Rights program is one of only two interdisciplinary undergraduate programs in Human Rights in Canada, and has over 250 Honours students in its combined Honours Program. The Pauline Jewett Institute of Women's Studies is an interdisciplinary unit that offers a Minor, a Major, and a Combined Honours program in Women's Studies. Candidates should have a PhD, teaching experience, the ability to establish an academic program of research, with scholarly, academic publications and grant support (e.g., SSHRC) and a commitment to mentoring students at both undergraduate and graduate levels. Candidates will be expected to participate in the Arts One Initiative, to teach core courses in both Women's Studies and Human Rights, including the large first-year course in Women's Studies and Human Rights, and the First Year seminar in Human Rights. In addition, candidates will be expected to offer upper-year seminars in their area of specialization. Further information can be obtained from our website at www.carleton.ca or by con-

tacting Dr. Katherine Anup (by email: kamup@ccs.carleton.ca) or Dr. Virginia Caputo (vcaputo@ccs.carleton.ca). Applicants should send their curriculum vitae, sample syllabi, evidence of teaching effectiveness, copies of representative publications, and a summary of research objectives and teaching experience to: Dr. Katherine Anup, Director, Institute of Interdisciplinary Studies, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6. At the same time, candidates should arrange to have three referees forward supporting letters to the same address. All qualified candidates are encouraged to apply. The applications of Canadian citizens and permanent residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. Applications will be reviewed beginning February 15, 2006 and the process will continue until the search has been completed.

■ **WOMEN'S STUDIES/SOCIAL SCIENCE** – Brock University. The Centre for Women's Studies and the Faculty of Social Science at Brock University invite applications for a probationary (tenure-track) cross-appointment at the rank of Assistant Professor, effective July 1, 2006 and is subject to budgetary approval. The position is housed in the Centre for Women's Studies with half of the teaching obligation in another Social Science department. The successful candidate will have a recently completed PhD in Women's Studies or a related Social Science discipline, evidence of successful undergraduate teaching and will be expected to teach Introduction to Women's Studies, Feminist theories, or Feminist methods. The successful candidate will have evidence of research that connects gender with other forms of oppression (e.g., class, race, ethnicity, sexuality and nationalism) and evidence of the potential to develop a program of independent research and scholarship. Other activities include a demonstrated commitment to establishing linkages with the women's movement. Applicants should submit by February 20, 2006 a letter of application accompanied by a curriculum vitae, selected reprints of published work, and three letters of reference to: Professor Marjorie Morones, Director, Centre for Women's Studies, Brock University, 500 Glenridge Avenue, St. Catharines, Ontario, L2S 3A1. Fax: 905-662-9070. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men candidates are equally encouraged to apply. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. More information on Brock University can be found on the University's website at www.brocku.ca.

■ **ZOOLOGY** – Brandon University. Duties:

The Department of Zoology invites applications for a tenure-track position in the area of Molecular and/or Cell Biology. Preference will be given to those investigating regulatory mechanisms in animals at the cellular or molecular level. Candidates with research interests in evolutionary developmental biology are particularly encouraged to apply. Teaching duties will be expected to provide courses in Introductory (2nd yrl) and Advanced (4th yrl) Cell Biology. The successful candidate will have the opportunity to develop a senior course in their area of expertise. Qualifications: The candidate should have a PhD and postdoctoral experience in a related discipline. The candidate must be committed to excellence in teaching and will be expected to develop an active research program. Salary and rank will be commensurate with qualifications and experience.

Application Deadline: February 15, 2006. Start Date: August 1, 2006, subject to budget. Applicants should send their curriculum vitae, a summary of research interests, statement of teaching philosophy, citizenship status and contact information for three references to: Dr. Austin Gulliver, Acting Dean of Science, Brandon University, Brandon, MB, R7A 6A9; Fax: (204) 728-7346; gulliver@brandonu.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Short-listed candidates will be expected to provide copies of credentials at time of interview.

■ **ACCOMMODATIONS**

■ **FRANCE** – Nice, Côte d'Azur, à louer appartement meublé et équipé pour 2, proche des commerces et universités, quartier résidentiel, 10 minutes de la mer et des montagnes. Au moins 2 semaines de location. Téléphone: 905 569-9085.

■ **EDINBURGH, SCOTLAND** – Fully furnished 3-bedroom flat for rent from September 2006 to June 2007. Centrally located (New Town). All modern conveniences including central heating, washing machine, and dishwasher. Children welcome. Call Kathryn Chittick/Stephen Brown (705) 748-1011 x 1238 Trent University. Email: kchittick@trentu.ca or swbrown@trentu.ca.

■ **PROVENCE, SOUTHERN FRANCE** – Villa For Rent in Southern France, Provence, Sept. 1, 2006 to May 31, 2007. Fully furnished 3 bedroom, large office/library, 1 acre, wooded, inground swimming pool, tennis court, near A86 in Provence. \$1500 per month plus utilities. Contact Dr. Sandra Beckett at 905 687 7315 or sbeckett@brinku.ca.

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ROYAL MILITARY COLLEGE OF CANADA

Tenure-Track Positions

Department of Defence Studies

The Department of Defence Studies of the Royal Military College of Canada (RMC) invites applications for tenure track positions at the assistant professor level or, exceptionally, at a level appropriate with the candidate's experience. The Department of Defence Studies is located at the Canadian Forces College (CFC) in Toronto and is responsible for the academic aspects of the programmes at the College. Programmes at the CFC are directed at selected officers of the Canadian Forces at the ranks of Major through Brigadier-General and include the RMC Master of Defence Studies Degree.

The required candidate(s) have a PhD (or equivalent) with a concentration in Security and Defence Studies, acceptable teaching experience at a graduate level and a strong or promising record of publications. An appointment at the Lecturer level may be considered for outstanding candidates who are in the final stages of a PhD programme and will have completed before the appointment date.

The successful candidate(s) should be prepared to teach primarily in English at the graduate level in a military staff college milieu and to participate in the development and supervision of graduate student projects in a generalist and interdisciplinary environment. In addition the successful candidate(s) will be required to conduct an active research program compatible with the current areas of research interests within the department.

These positions will be filled at a rank and salary level appropriate to background qualifications and experience of the successful applicant. The salary range for an Assistant Professor is \$46,283 to \$89,515 and the ceiling for Associate Professor and Professor are \$101,814 and \$121,821 respectively, plus an annual terminable allowance of \$3,300. The starting salary will be commensurate with experience and qualifications. The appointment will be subject to a probationary period of three years. Interested Candidates should forward their curriculum vitae, evidence of teaching ability, a summary of research interests, sample publications and names of three references to:

Doris Meade
Civilian Human Resources Office (Kingston)
Canadian Forces Base Kingston
P.O. Box 17000, Stn 'Forces', Kingston, ON K7K 7B4
Phone: (613) 541-5010 ext. 2218
Fax: (613) 541-4496
Email: Meade.DM@forces.gc.ca

The expected starting date for the position(s) is 3 July 2006. The closing date for applications is 17 March 2006.

The Royal Military College of Canada is a coeducational and bilingual institution, and this position is offered equally to women and men. In accordance with the Public Service Employment Act, preference will be given to Canadian citizens. Candidates with foreign educational credentials are required to provide proof of Canadian equivalency. You may consult the Canadian Information Centre for International Credentials at <http://www.cniec.ca/cicic/> for further information.



Canada



COLLÈGE MILITAIRE ROYAL DU CANADA

Postes permanents

Département des études de la défense

Le Département des études de la défense du Collège militaire royal du Canada cherche à combler un poste menant à la permanence au rang de professeur/e adjoint/e ou, dans le cas exceptionnel, à un niveau approprié avec le niveau d'expérience du candidat. Le Département des études de la défense est situé au Collège des Forces canadiennes à Toronto et il est responsable pour les aspects académiques des programmes au CFC. Les programmes au CFC sont visés aux officiers sélectionnés des Forces canadiennes au rang de Major à Brigadier-général et inclus le degré de Maîtrise en Études de la défense au CMR. Les qualifications requises sont un doctorat (ou son équivalent) avec une concentration en études de la sécurité et de la défense, une expérience acceptable d'enseignement au niveau des études supérieures et un dossier de publications fort ou prometteur. Une nomination au niveau de chargé de cours sera considérée pour les candidats supérieurs qui sont dans les dernières étapes de leur programme de doctorat et qui auront complété leur doctorat avant la date désignée. La/les personne/s choisie/de devra être prêt à enseigner en anglais principalement, au niveau des études supérieures dans un milieu de collège d'état majeur militaire et de participer dans le développement et supervision des projets des étudiants de deuxième cycle dans un environnement généraliste et interdisciplinaire. En plus, les candidats seront requis d'entreprendre un programme de recherche actif dans les domaines connexes des domaines de recherche courants dans le département. Ces positions seront comblées à un rang et niveau de salaire approprié aux qualifications et expérience du candidat choisie. L'échelle salariale pour le rang de professeur adjoint est de 46 283 \$ à 84 515 \$ et le maximum pour les rangs de professeur agrégé et professeur titulaire sont de 101 814 \$ et 121 821 \$, plus une indemnité provisoire de 3 300 \$. Le salaire de départ accordé dépendra de l'expérience et des qualifications du candidat. La personne sélectionnée aura une période probatoire de 36 mois. Les candidats intéressés doivent faire parvenir leur curriculum vitae, évidence de leur habileté d'enseigner, un sommaire des intérêts de recherche, quelques exemples de publications et les coordonnées de trois références, à :

Doris Meade
Ressources humaines civiles (Kingston),
Base des forces canadiennes Kingston
C.P. 17000, Succursale Forces, Kingston (ON) K7K 7B4
Tél : (613) 541-5010, poste 2218
Fax : (613) 541-4496
Courriel électronique : Meade.DM@forces.gc.ca

La date prévue d'entrée en fonction est le 3 juillet 2006. La date prévue limite d'acceptation des candidatures est fixée au 17 mars 2006.

Le Collège militaire royal est une institution mixte et bilingue et ce poste est offert également aux femmes et aux hommes. Selon la Loi sur l'emploi dans la fonction publique, la préférence sera accordée aux citoyennes et citoyens du Canada. Des personnes qui ont obtenu un diplôme à l'étranger doivent prouver qu'il est équivalent aux diplômes canadiens. Pour de plus amples renseignements à ce sujet, veuillez consulter le Centre d'information canadien sur les diplômes internationaux à l'adresse suivant : <http://www.cniec.ca/cicic/>.

BOOKSHELF COIN DES LIVRES

University Rankings Distort Higher Education

College Rankings Exposed: Getting Beyond the Rankings Myth to Find Your Perfect College

Paul Boyer. Lawrenceville, New Jersey: Thomson Peterson's, 2003; 240 pp; ISBN: 0-7689-1360-8, hardcover \$24.95 us.

By WILLIAM BRUNEAU

In the village hall of my prairie childhood, news reels preceded the movies on Friday evenings. In late summer, when not much else was happening in the world, we were treated to footage of the Queen's Plate, the premier horse race in Ontario.

I remember a youthful and perky Elizabeth II appearing one time to give the victorious owner his trophy. The winning horse and jockey stood to one side, demoted from centre-screen, to put a balding, middle-aged man, resplendent in a Savile Row suit, at centre. It was E.P. Taylor himself, looking awfully satisfied.

The whole thing was something of a mystery to us country bumpkins, but it was fine to see those horses, running to glory (as the announcer liked to say). By the end, we were actually cheering for Taylor's entry, or for whichever eastern Canadian mogul's horse happened to be in the running (or the owning) that year.

The memory returns each fall when the Maclean's university ratings come out. You can't but wonder. Who will be No. 1 this year? Will Toronto's grip on the top slot finally loosen? Who's up and who's down? Has Maclean's methodology changed? What difference will it all make?

Paul Boyer's slim volume deals with the American equivalent of Maclean's, the U.S. News and World Report rankings. As he shows, American publishers were busy at this task as early as 1933, well before Maclean's. South of the border, at least three national ranking systems now compete, if you'll forgive the word.

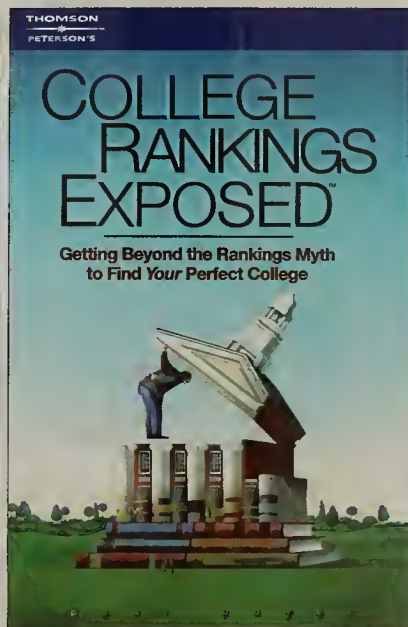
American and Canadian experiences of ranking have many similarities. It is noteworthy that the growing popularity of rankings coincided with a mini-revolution in government policy, the appearance of so-called performance indicators.

Performance indicators are simple statistics to measure such things as throughput (the speed of students' passage through degree programs). Rankings and performance indicators on both sides of the border are strongly influential in public funding and governance decisions. This is big "business," tied closely to the appearance of Thatcherist and Reaganite schemes of government micro-management, and combined over the past 30 years with sharp cuts in public funding for higher education.

Rankings matter, but not for reasons Maclean's editor Anne Dowsett Johnston would claim. She knows a step up or down in the rankings may account for an increase or decrease in entrance applications. But the rankings are important for even more unfortunate reasons. An example will begin to show why this is so.

Five years ago, the University of British Columbia rankings were not going especially well. They were descending, or threatening to descend. It was just enough to worry the administration and, presumably, to irritate the board of governors. UBC reviewed the way it reported student-teacher ratios and the way it counted how many students were being taught by tenured professors rather than by part-time and sessional lecturers. The university also combed the records to make sure every possible UBC award, grant and patent really had been counted. And as on many previous occasions, Maclean's was pressed to review its methodology. Did it make sense, for example, to put so much emphasis on things like "number of library books per student" in the age of the Internet?

In 2003, 2004 and 2005, UBC moved from fifth to fourth place, where it stays (Maclean's "university" issue, 6 Nov. 2005). UBC president Martha Piper plans to push UBC past Toronto, McGill and Western Ontario in the rankings. But that is no easy matter: UBC students will have to outdo the rest in entering averages. And UBC will have to find a way to get more of its students graduated "on time," reduce class sizes, do something about that pesky library and persuade alumni and academic and business leaders that UBC's reputation should rise to surpass its eastern counterparts.



But is this the best way to run a university? To be fair, UBC is not entirely run on the basis of rankings and performance indicators. After all, UBC's happiness at moving from fifth to fourth place is restrained by the thought that it might well drop back again in a year or two.

At smaller universities like Trent and Mount Allison anxious administrators ask the same questions as UBC, but with greater urgency. If rankings (provincial, national and Maclean's) depend on success in getting and keeping Canada Research Chairs, or finding matching funds for CFI grants, or just attracting first-year students, it's a far more serious matter for smaller places than it is for the fat cats. Thus the full significance and the fundamental nonsense of rankings are best understood by thinking how the whole system works, not just a part of it.

In all this, university administrations have rarely asked "Does our competitiveness make us better at educating? And does it get us more money?"

Not only are these questions unasked; neither is there any sign that our university officials have noticed a dreadful paradox. For it turns out that governments can look at improvements in rankings (whether performance indicators or Maclean's) and see in them signs of "excellence." This becomes an excuse to give less funding, not more. If a province's universities are doing well on rankings or performance indicators, then they must need less money, not more. It goes without saying that declines in rankings invite punitive expeditions from provincial ministries of advanced education.

In short, universities cannot win the rankings game.

The goal posts move, the definitions are malleable and the purposes of the exercise have nothing to do with education. A rank may move just because 0.3 per cent of alumni (those who are willing to answer the pollsters) have changed their minds about the reputation of their alma mater.

So it's fair to call the rankings an essentially negative factor in Canadian postsecondary education. They detract from the work of our universities and colleges. Indeed, they undermine it. At bottom, they are a sop to the denizens of right-wing think-tanks. They are a bone that can be thrown to people professing mystical faith in markets. They are about cuts and control. They are beloved of pundits, technocrats and bureaucrats who follow the latest management fads, or who imagine that a "market" in Maclean's rankings will make universities and colleges better. These same enthusiasts actually advise ministers of advanced education in every province and territory. Matters of judgement and

value and civic life are of little concern in the world of rankings, and of even less concern to these enthusiasts.

Indicators and rankings are also the fond playthings of applied statisticians at Statistics Canada and Human Resources Development Canada — should anyone think the madness is limited to the private sector.

Yet all is not lost. For one thing, the amount of ink spilt on the Maclean's ranking has been in decline for several years. A good many observers have begun to see how rankings trivialize universities. In the world of rankings, after all, only outcomes matter. Academic quality, intellectual integrity, fairness and equity may also matter, but only a little. In one humorous put-down, a Toronto Star commentator noted a Maclean's indicator of quality, based on the proximity to campus of good beer halls, could not be far off. Lately, it's been hard to find a daily newspaper that gives much space to the rankings.

Still, enthusiasts insist we must accept the new world.

They say we should redefine "quality" in terms of numbers and outcomes. As for fairness, why not just agree on objective standards for accessibility and compare numbers from one year to the next? Why waste time, they ask, on discussions of university governance, or pedagogy, or the history of fields of study, or the aims of Canadian society?

Get to the point, the enthusiasts say. Get to the numbers! Even if the numbers are merely superficial summaries of received opinion. The lived experience of teaching, the real work of research and the tough work that goes into learning to write, to argue and to reason don't show up in Maclean's. For the enthusiasts, these objections matter little.

It would be idle to pretend ordinary parents and their university-age children are impervious to this kind of argument. But there is more.

The last refuge of the enthusiasts is the matter of accountability. By accountability they mean control — that is, conformity with quantifiable goals and objectives. They do not always exclude accountability (defined as responsible decision-making, with due process, and in senates or in the wider community), but this latter kind of accountability comes last on their wish-list. Accountability as control comes first. The objectives and goals they have in mind are, naturally, their own, not those of the whole public, or the whole community.

There are indicators and descriptions of academic work that do make sense, and that could and should inform academic decisions and shape public policy.

Few will object to the gathering and use of numbers that tell us how big the system is, how representative it is of society, how much the system costs and why. But Maclean's rankings are not "good-sense" descriptors of post-secondary education in Canada. It is odd in the extreme to say that quality is just a matter of quantifiable inputs and outputs. And it is politically naive to pretend choices about degrees, curriculum and R&D are best done by studying input/output ratios. It is even stranger to say quality and choice are "informed" by competitive rankings.

Suppose you did as former Ontario premier Mike Harris and Alberta Premier Ralph Klein both intended in the 1990s, with their rankings and performance indicators. You would decide whether university x or college y would be allowed to have a BA on the basis of throughput indicators (how many years from degree start to degree finish), or employability (how many weeks to employment in the field in which you're trained), among many other similar measures. In years when the economy was expansive, almost all programs of study would survive. In other years, almost none would survive. Market measures are, then, king and queen and university autonomy is a shadow.

Maclean's university issue is each year another in a chain of events that help government bureaucrats and private technocrats. They are looking for guidance. They would prefer not to ask university graduates, nor to consult university senates and departments. Instead, using rankings and indicators, they hope to answer — painlessly and quickly — the tough questions of higher education governance. I understand their plight, but disapprove of their solutions.

Paul Boyer's volume on college rankings in the United States gets three things right and many things wrong.